

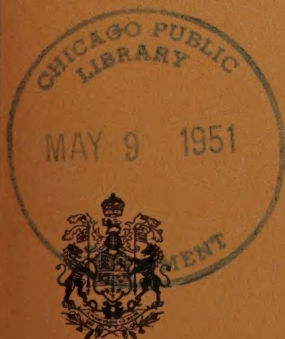
THE LABOUR GAZETTE

APRIL 1951
Vol. LI No. 4

IN THIS ISSUE:

**Report on
National
Conference on
Rehabilitation**

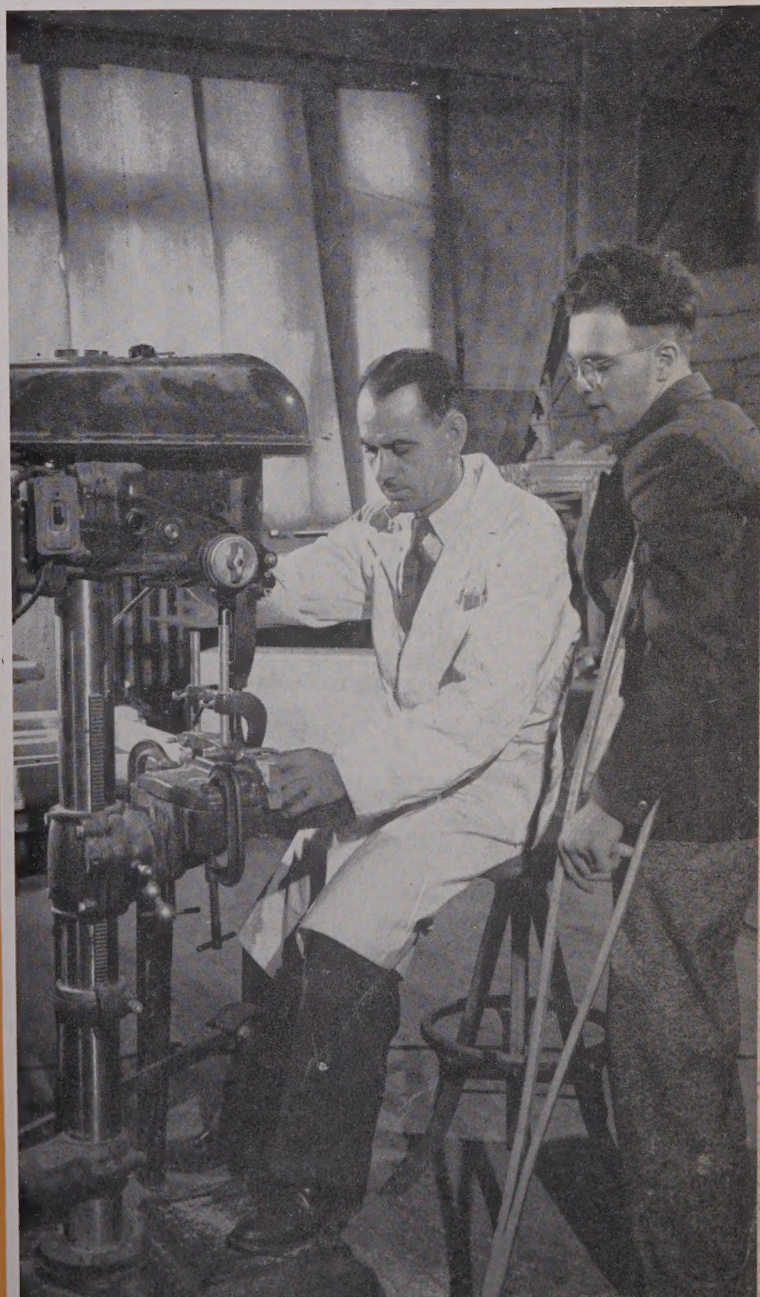
**Toronto
February, 1951**



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THE LABOUR GAZETTE

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WAGE RATES IN CANADA

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Report No. 32 on Wages and Hours of Labour in Canada, 1949, is now being printed as a supplement to the LABOUR GAZETTE. A copy will be mailed to each subscriber.

COLLECTIVE AGREEMENT STUDIES

These studies are printed first in the LABOUR GAZETTE and then issued as separate bulletins. The following are available:—

No. 10—Primary Textile Industry.

No. 11—Canadian Meat Packing Industry.

No. 12—Numbers of Workers Affected by Collective Agreements in Canada, 1949, by Industry.

No. 13—Office Workers in Canada.

No. 14—Tobacco Industry.

No. 15—Chemical Products Industry.

In Preparation:

No. 16—Rubber Industry.

No. 17—Construction Industry.

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Single copies: 10 cents
Orders of 20 or more: 5 cents each
Orders of 100 or more: 4 cents each

COVER PICTURE—A new trainee at the Saskatchewan Disabled Civilians Workshop, receives instruction in operating a drill, from the shop foreman. (See page 454.)

THE LABOUR GAZETTE

PUBLISHED MONTHLY BY THE DEPARTMENT OF LABOUR

Hon. Milton F. Gregg, Minister

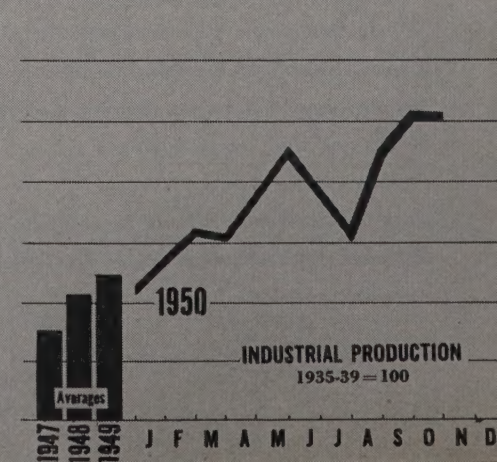
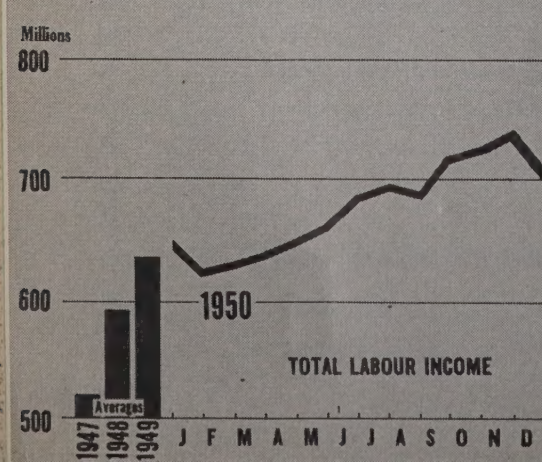
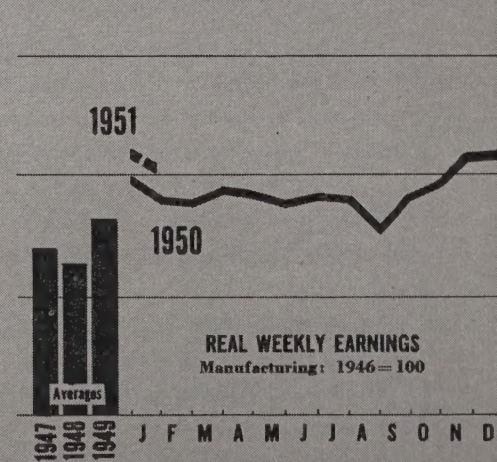
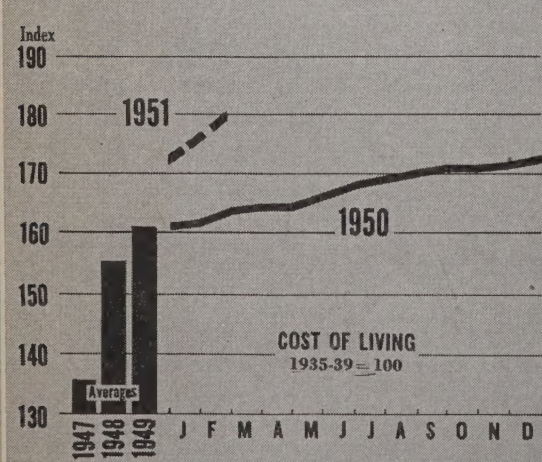
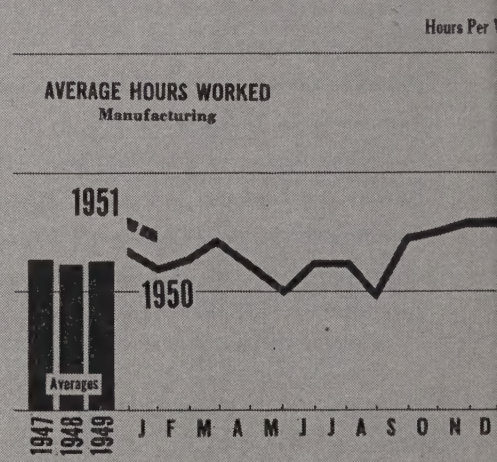
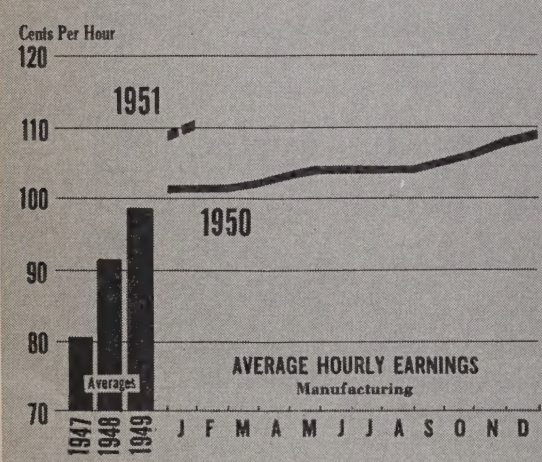
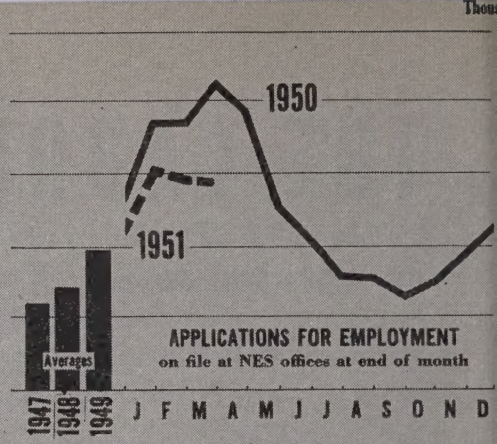
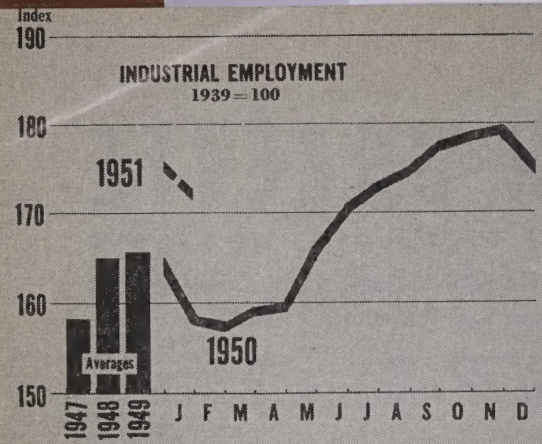
Arthur MacNamara, C.M.G., LL.D., Deputy Minister

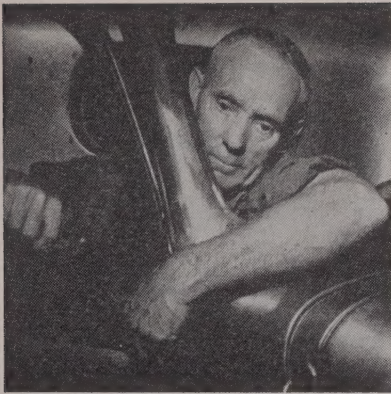
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CURRENT LABOUR CONDITIONS

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This article summarizes the latest employment and labour information available at April 10, as the LABOUR GAZETTE went to press. It was prepared by the Economics and Research Branch, Department of Labour.

BY THE beginning of April, it was clear that the peak of the seasonal unemployment for Canada as a whole had been passed. A moderate increase in employment in the industrial areas as manufacturing and construction firms began their spring hiring, more than offset lay-offs of loggers in the rural districts.

The number of applications for employment on file at National Employment Service offices reached a peak of 303,700 on February 8. A drop of 7,000 had occurred by the end of February, with a further decline of 6,400 during March to a total of 290,300 at the end of the month. At the end of March, 1950, job applications at local employment offices totalled 428,300.

There was considerable variation in the employment situation between the different regions. In the Maritime Provinces and Quebec, unemployment was still increasing during March, as many thousands of woodworkers were released at the end of the cutting season. In Ontario, unemployment declined as construction and manufacturing became more active. There was little change in the employment during the month in the Prairie Provinces, but in British Columbia logging was disrupted considerably by mid-month storms. Some areas in parts of the Maritime provinces, Quebec and British Columbia had substantial labour surpluses, while in some of the industrial centres of Ontario and Quebec, shortages of particular types of skilled labour continue.

Engineers, draughtsmen, as well as machinists, toolmakers and diesetters are still the skills in short supply. Records of the National Employment Service indicate that for these trades there are fewer applicants than vacancies. For the other metal working trades, vacancies reported have been on the increase since the beginning of February, while the number of applications registering has been declining. Job openings for farm workers and for unskilled labour, have also been on the increase.

The changes in the demand and supply of different classes of workers during March reflect in part the slow beginning of the annual spring increase in employment, which will gain momentum in April and May, with the large scale hiring in construction, agriculture and transportation. These seasonal industries will provide most of the jobs for the unskilled and semi-skilled workers who have made up the bulk of the unemployed this winter.

As well, many of those now working in logging will move into agriculture in the next month or so, although in many sections the cutting season has been extended because of the heavy demand for pulp.

The current employment situation also reflects not only defence spending, but also the current program of capital investment in new plant and equipment. Throughout 1951, both of these factors will make increasing demands on available supplies of labour. Defence expenditures in 1951 are expected to be more than twice those of last year. In 1951, projected capital investment by private industry and government, excluding military equipment, is estimated at \$4.3 billions, an increase of 14 per cent in value and 6 per cent in volume over that accomplished in 1950. Of the total investment program, about \$2.7 billion is intended for construction purposes, such as the erection of new plants and houses, power plants, oil pipe lines, roads, docks and airstrips. The remaining \$1.6 billion, for new equipment and machinery, reflects the increase in plant expansion in manufacturing.

If all these investment plans are realized this year, the investment program would be the largest in Canadian history, and would mean that Canada will devote about 22 per cent of her gross national production in 1951 to an increase in capital equipment. The difficulty is that the capital investment program competes at many points with the projected defence program for both essential materials and skilled labour. The shipbuilding industry, for example, will require some of the same tradesmen needed in construction. Production of machinery for plant extensions and improvements demands the services of many of the same skilled men needed in defence plants. Although the total labour supply is expected to increase somewhat through natural increase and immigration, there will still be problems of conserving both labour and materials for defence production proper and for the more essential capital investment.

It is possible to distinguish between different types of capital investment, from the point of view of their contribution to preparedness. Development of natural resources, such as oil, iron ore, and base metals, will increase our ability to meet our defence commitments, while maintaining high levels of exports and non-defence production.

The recent credit restrictions and the priority system for basic materials will probably have the effect of diverting some available supplies of labour and materials to defence projects and capital investment which can contribute most to preparedness. To these measures have now been added new taxation devices. One of the more significant provisions in the recent budget was the withholding for four years of depreciation write-off for tax purposes on all new capital assets considered non-essential. In addition, the period in which taxation concessions can be obtained for oil developments and certain types of mines has been extended.

IN BRIEF . . .

The cost-of-living index rose from 175.2 to 179.7 between February 1 and March 1, 1951. All group indexes moved higher in February, although two-thirds of the total increase was due to higher food prices: the index for foods rose from 224.4 to 233.9 Wholesale prices of general and residential building materials moved to higher levels during February with the index of general building materials at 287.4 compared with 279.7 in January. The composite wholesale index of residential building materials was at 274.9 compared to the January index of 269.6 The estimated total of salaries and wages and supplementary labour income reached an all-time peak of \$8,114,000,000 in 1950, exceeding by 6.3 per cent of the

(Continued on page 453)

CURRENT LABOUR STATISTICS

(Latest available statistics as of April 10, 1951)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Same Date Previous Year
Manpower—				
Total civilian labour force (a).....	Nov. 4	5,201,000	—	0.0
Persons with jobs.....	Nov. 4	5,084,000	—	+ 0.6
Persons without jobs and seeking work (a).....	Nov. 4	117,000	—	-20.4
Registered for work, N.E.S.				
Atlantic Region.....	Mar. 29	46,622	+ 3.1	-37.2
Quebec Region.....	Mar. 29	95,587	+ 3.3	-36.5
Ontario Region.....	Mar. 29	56,669	-10.6	-40.8
Prairie Region.....	Mar. 29	49,593	- 2.3	-13.5
Pacific Region.....	Mar. 29	41,805	- 6.8	-17.1
Total, all regions.....	Mar. 29	290,276	- 2.2	-32.2
Ordinary claims for Unemployment Insurance Benefit (b).....	Mar. 1	243,797	- 1.6	-14.8
Amount of Benefit Payments (c).....	February	\$10,683,126	+ 8.7	-21.5
Index of Employment (1939=100).....	Feb. 1	172.4	- 1.7	+ 8.9
Immigration.....	January	5,637	-20.2	+51.9
Industrial Relations—				
Strikes and lockouts—days lost.....	March	15,135	—	-42.6(d)
No. of workers involved.....	March	4,754	—	+49.5 (d)
No. of strikes.....	March	27	—	+55.9 (d)
Earnings and Income—				
Average weekly wages and salaries.....	Feb. 1	\$47.76	+ 5.5	+ 8.9
Average hourly earnings (mfg.).....	Feb. 1	\$ 1.10	+ 1.2	+ 9.2
Average hours worked per week (mfg.).....	Feb. 1	42.9	- 0.2	+ 1.4
Average weekly earnings (mfg.).....	Feb. 1	\$47.28	+ 1.0	+10.8
Cost-of-living index (Av. 1935-39=100).....	Mar. 1	179.7	+ 2.6	+ 9.8
Real weekly earnings (mfg. av. 1946=100).....	Feb. 1	110.4	- 0.6	+ 2.2
Total labour income.....	December	\$703,000,000	- 4.1	+ 9.5
Industrial Production—				
Total (av. 1935-39=100).....	January	208.6	- 0.3	+14.2
Manufacturing.....	January	217.8	- 0.8	+14.3
Non-durables.....	January	187.4	- 3.5	+ 7.1
Durables.....	January	269.8	+ 2.5	+24.3
Trade—				
Retail trade.....	January	\$674,900,000	-28.3	+21.6
Exports.....	February	\$233,900,000	-18.0	+17.2
Imports.....	February	\$274,300,000	-16.2	+37.0

(a) Estimated on basis of sample labour force survey. Only those who did not do any work in the survey week are here classified as persons without jobs.

(b) Includes ordinary live claimants plus claimants for supplementary benefit.

(c) Includes \$1,093,565 in supplementary benefit.

(d) This percentage compares the cumulative total to date from first of current year with total from same period previous year.

Data in this table are preliminary figures from regular reports compiled by various government agencies, including Dominion Bureau of Statistics, the Unemployment Insurance Commission, the Immigration Branch, Department of Citizenship and Immigration, and the Economics and Research Branch, Department of Labour. Detailed information can be found in the statistical appendix of the Labour Gazette.

Notes of Current Interest

CCL seeks funds to aid labour in Asia

On February 20, the Canadian Congress of Labour announced the launching of a campaign to provide funds for leadership training in trade unions of South-East Asia. CCL Secretary-Treasurer Pat Conroy stated that the action was being taken to make effective a policy declaration passed at the 10th annual convention of the Canadian Congress of Labour last September. In that statement the CCL dealt with the threat of Communism to the free peoples and said action, and not merely words, was needed to meet that threat (L.G., Nov., 1950, p. 1814).

The Canadian unions of the United Steelworkers of America, which are affiliated with the CCL, have already launched a drive for \$25,000 to be used for trade union educational purposes in South-East Asia. The United Steelworkers' fund will form part of the Canadian Congress of Labour donation which will be spent through the International Confederation of Free Trade Unions. Countries expected to benefit from the plan include India, Pakistan, Burma, Indo-China, and Malaya. The ICFTU has already appointed a director of education and established an office in Singapore (L.G., Feb., 1951, p. 150).

In a letter to CCL unions across Canada announcing the campaign, Mr. Conroy said:—

"It is widely recognized that one of the chief weapons of democracy is education, allied with the organization of the workers into labour unions. Our Congress is deeply interested in the work of the International Confederation of Free Trade Unions, with which it is affiliated. Recently, a committee of the ICFTU visited South-East Asia, and recommended to the ICFTU Executive Board at its meeting in November that a program of action involving the education of leaders and the organization of workers be given immediate attention as an important part of the economic development of these countries in that area.

"The Congress believes that, in providing substantial support to the ICFTU program in South-East Asia, the Congress will be making an investment in world peace, as well as bringing inestimable benefits to the workers and the people of the countries immediately concerned. . . .

"If locals were to invest a few hundred dollars in the ICFTU program of organization and training for leadership, they would be doing more to help their fellow workers to obtain decent wages and working conditions, promote democracy and undermine Communism, than could be done in any other way. . . ."

Legislation confers emergency powers on Government

Bill 24, an Act to confer certain Emergency Powers upon the Governor in Council, was introduced by the Prime Minister on February 20, and passed by the House of Commons

March 6.

The preamble to the Act states that since an international emergency exists that threatens the security of Canada, it is necessary that the Governor in Council have emergency powers to carry out adequate defence preparations, to regulate the economy to meet the needs of defence, and to stabilize the economy to safeguard it from disruption resulting from defence efforts here or elsewhere. The preamble indicates two reasons why emergency powers were sought through this Act rather than through the War Measures Act. It was considered better not to invoke the War Measures Act so long as present efforts to avert war were continuing, and it was not desirable that the wide powers conferred by the War Measures Act to interfere with the fundamental liberties of the individual should now be brought into operation.

The Act confers upon the Governor in Council power to take such action and make such orders and regulations as he may deem necessary or advisable for the "security, defence, peace, order and welfare of Canada". Six classes of subjects over which the power shall extend are enumerated, but the general power conferred is not limited to matters coming within these heads. The six classes of subjects are control and suppression of maps, plans and photographs; control of communications; control of harbours and shipping; transportation; trading, exportation, importation, production and manufacture; and collection of fees or charges established for the purposes of a scheme of control. During the discussion in Parliament, Government spokesmen indicated that the

power conferred was considered wide enough to cover price and wage controls and national registration of manpower.

The powers conferred on the Governor in Council do not include the power to make orders or regulations in relation to detention, exclusion or deportation, or censorship, or the expenditure of money not specifically provided by Parliament, except from a fund established by order or regulation for the purpose of a scheme of control.

Orders made by the Governor in Council under the Act must be laid before Parliament within five days of their making, and other regulations within fifteen days, or if Parliament is not in session, within a like period after the commencement of the next session. As introduced, the Bill required the tabling of Orders in Council in accordance with the Regulation Act. It was amended in committee to reduce the period for tabling as above, and to require tabling of all regulations whether made by the Governor in Council or another regulation making authority under the Act.

Parliament has the authority, by resolution of the Senate and the House of Commons, to annul any order or regulation under the Act within forty days after it is tabled. This latter section was changed in committee so that it applies to all regulations rather than to Orders in Council only, as was provided in the Bill as introduced.

The Governor in Council may prescribe penalties by way of fine or imprisonment for a term not exceeding five years, for violation of orders or regulations made under the Act.

The Act will expire on May 31, 1952, but it may be continued in force for a further period not exceeding one year, on a joint address of the House of Commons and the Senate to the Governor General.

The Act in no way prevents the War Measures Act from being invoked, and if this should be done, the Emergency Powers Act would be automatically repealed, but any orders or regulations would remain in effect under authority of the War Measures Act.

Fair employment practices and equal pay bills in Ontario

Two important anti-discrimination Bills, one, to bar discrimination in employment because of race, creed, colour or place of origin, and a second, to ensure equal pay for men and women doing the same work in the

same establishment, were introduced at the 1951 session of the Ontario Legislature. These measures are the first of their kind

in Canada but are similar in principle to laws in force in several states of the U.S.A. The Fair Employment Practices Bill was the second brought in by the Government during the session. The chief change from the earlier Bill, which was withdrawn, was with regard to administration.

The Fair Employment Practices Bill, citing in its preamble the Universal Declaration of Human Rights of the United Nations, prohibits employers from refusing to employ, from firing or from discriminating against any person because of race, creed, colour, nationality, ancestry or place of origin. Trade unions are forbidden to exclude from membership, expel, suspend or discriminate against any member or person for any of these reasons. The Bill also bans expressions of discrimination in employment applications and advertisements. Employers of fewer than five persons are excluded, as well as domestic servants and religious, philanthropic, educational, fraternal and social organizations not operated for private profit.

The Female Employees Fair Remuneration Bill, which will go into effect on January 1, 1952, forbids an employer to discriminate between male and female employees by paying a lower rate to a woman than to a man employed by him for the same work in the same establishment. A difference in the rate of pay between men and women employees based on any factor other than sex is not to be considered a breach of the Act.

Opposition members criticized the terms of the Bill and particularly the provision that pay would have to be equal only when men and women were doing "the same work". A CCF motion, which was defeated by a vote of 43 to 28, declared that legislation on equal pay for equal work should apply to work of "comparative character or on comparable operations or where comparable skills are involved, should protect workers who lodge complaints and should contain adequate enforcement procedures" and asked that the subject be referred to the Select Standing Committee on Labour to draw up a Bill which would meet these standards.

Both measures will be administered by a Fair Employment Practices Branch of the Department of Labour, headed by a Director. The Minister of Labour has announced that Mr. Louis Fine, Chief Conciliation Officer for the Department, will head the new Branch. The original Fair Employment Practices Bill was to have been administered by the Labour Relations Board.

The machinery proposed for dealing with charges of discrimination is the same under both Acts. To enquire into a written complaint of discrimination under either Act, the Minister of Labour, on the request of the Director, will appoint a Conciliation Officer. If he fails to settle the matter, the Minister may then appoint a Commission of one or more persons with the powers of a Conciliation Board under the Labour Relations Act. After hearing the parties, the Commission will recommend to the Director the course which should be taken, which may, in the case of a breach of the Fair Employment Practices Act, include reinstatement with or without compensation for loss of earnings. The Minister, on the recommendation of the Director, will then issue whatever Order he deems necessary and authorize a prosecution if he sees fit.

A maximum fine of \$100 is provided for failure to comply with any provision of the equal pay Act or any order made under it. In the case of the Fair Employment Practices Act fines up to \$50 for an individual and \$100 for a corporation, trade union, employers' organization or employment agency may be imposed.

Commission proposes no change in railway wage policy

The Report of the Royal Commission on Transportation, appointed in December, 1948, under the chairmanship of Hon. W. F. A. Turgeon, was tabled in the House of Commons on March 15 by the Prime Minister, Rt. Hon. L. S. St. Laurent.

The Report (which is available from the King's Printer at a cost of one dollar) included the following among other recommendations: a broad program of freight rate equalization between all regions of Canada; establishment of a single central board to deal with all forms of transportation under federal jurisdiction and to replace the three separate boards now functioning; Canadian National Railways to pay interest on debt owed the Federal Government only when earned, with provision made for the CNR to accumulate a surplus fund for current needs; national transportation policy to continue to ensure the efficient and economic operation of the Canadian Pacific Railway under private enterprise.

Dealing with railway wage policy, the Commission turned down suggestions that the Board of Transport Commissioners be given any responsibility for the fixing of the level of railway wages, holding that the Board's duty is to fix just and reasonable rates. It recommended that no special

legislation should be passed for the handling of railway wage disputes and the prevention of strikes or lockouts. "Such legislation," the Commission said, would be "highly provocative and in practice ineffective." The Report pointed out that the strike which took place in 1950 was the only general railway strike in Canada's history and expressed the hope that it would be the last.

In tabling the Report, the Prime Minister intimated that the Government would introduce legislation at the current session of Parliament based on its recommendations.

Further curbs on instalment plan buying

The Hon. Douglas Abbott, Minister of Finance, tabled in the House of Commons on March 14 an amendment to the Consumer Credit Regulations of last October.

He said that the purpose of the move was to restrain inflationary credit expansion.

The new Regulations increase the down payment for most instalment plan purchases from 20 per cent to 33½ per cent of the cash price. The maximum period of credit is reduced from 18 to 12 months. The minimum down payment is raised from \$5 to \$10, and the minimum size of instalments is increased.

In the case of automobiles, the minimum down payment, which was formerly one-third of the cash price, is now one-half.

The restrictions will not apply to the sale of books.

"In their net effect," Mr. Abbott said, "the new Regulations will be much stiffer than those now in effect, but except in the case of motor cars they will be no stiffer, and in some cases not quite so stiff as those in effect during the war."

Position of employee organizations in public service

On February 21, the Prime Minister, Rt. Hon. L. S. St. Laurent, replied in the House of Commons to questions from Mr. Stanley Knowles (Winnipeg North Centre) regarding the organization of employees in the public service.

Mr. Knowles asked first: "Does the Federal Government recognize any organizations of its employees as bargaining agents in the terms or spirit of the Industrial Relations and Disputes Investigation Act?"

To this Mr. St. Laurent replied: "The answer to the question as drafted is no.

"The Civil Service of Canada is carried on under laws enacted by Parliament and is supervised by a commission set up by Parliament and which reports to Parlia-

ment. The commission and the Government can and do receive representations from organizations of employees, but there is no process of collective bargaining in the sense in which that term is used in industry.

"From the very nature of employment in the public service, there can be no bargaining agent for the nation comparable with the employer in industry who has at his disposal funds derived from payments for goods or services. The funds from which salaries are paid in the public service have to be voted by Parliament and Parliament alone can discharge that responsibility."

The second part of Mr. Knowles' question was as follows: "What steps are being taken by the Government to provide its employees with the same facilities for negotiation with respect to working conditions as are provided for the employees of private corporations under the terms of the Industrial Relations and Disputes Investigation Act?"

The Prime Minister stated, in reply to this question: "The answer is that no steps are being taken because it is considered that the appropriate machinery for these purposes was set up by P.C. 3676 of May 16, 1944 which established the National Joint Council of the Public Service of Canada and the subsequent Treasury Board minute of March 8, 1945, approving the constitution of the Council."

Finally Mr. Knowles asked whether any labour-management committees were operating in Government departments; and if so, how many, and in what departments or sections or branches.

Mr. St. Laurent replied to this by saying: "There is nothing which could properly be called a labour-management committee, but there is a Departmental Joint Council of the Public Service in the Department of Resources and Development and there are numerous staff associations in other departments who are concerned with and make representations on working conditions and welfare questions."

Bill to provide for check-off defeated

A bill to amend the Industrial Relations and Disputes Investigation Act by inserting a provision regarding the check-off of union dues was defeated in the House of Commons on February 28, by a vote of 127 to 67.

The bill was introduced by Mr. Stanley Knowles, Member for Winnipeg North Centre. Similar to bills introduced by Mr. Knowles at previous sessions of Parliament, it sought to require employers to institute

a voluntary revocable check-off of union dues upon request of a union certified under the Act.

Master agreements cover both Canadian and U.S. workers

Press reports in the month of January described three cases of negotiation of master collective agreements covering employees of the same firm in both Canada and the United States.

Early in January, the United Automobile Workers (CIO) and the Electric Auto-Lite Company negotiated an agreement covering an estimated 17,000 UAW members employed in both Canadian and American plants of the Company. According to the *Financial Post* the contract was agreed on at a negotiation conference attended by American and Canadian company and union representatives. It is said to provide for hourly increases for Canadian employees of 7.3 cents an hour more than for the American workers. Six cents of this is in lieu of a pension plan set up for U.S. workers. The other 1.3 cents is to bring Canadian wage rates into closer conformity with those in the U.S. plants.

The Canadian edition of *Steel Labour*, published by the United Steelworkers of America (CIO), reports the signing of a master agreement with American Can, applying to employees in Vancouver, B.C. as well as to employees in U.S. plants of the company. The agreement provides for wage increases, union shop, and the inclusion of Canadian workers in the company's non-contributory pension and health and life insurance plan.

Another master agreement of this type was negotiated in January by the Continental Can Company and the United Steelworkers. The contract is reported to provide average wage increases of 16 cents an hour to approximately 12,500 workers in 25 plants in the United States and Canada. The company has announced that in future all contracts will cover both American and Canadian employees.

American-Canadian labour union relations

"The Labour Union Link Between Canada and the United States" is the title of an article by Paul Norgren in the *Industrial and Labour Relations Review* of October, 1950.

The magazine is issued quarterly by the New York State School of Industrial and Labour Relations, Cornell University.

Mr. Norgren is a research economist with Industrial Relations Counsellors, Inc.

Formerly on the faculty of Stanford University, he is the author of *The Swedish Collective Bargaining System*.

The article is a close analysis of the interplay of union activities and policies in the United States and Canada. Among other topics of common interest to organized labour in both countries, Mr. Norgren discusses the role of executive officers, relations between the federations, collective bargaining, anti-communist measures and living standards.

**Labour in
Montreal
and Toronto
discusses
civil rights**

During February, two-day meetings were held by labour groups, in Montreal and Toronto to discuss civil rights and racial tolerance. The Montreal meeting, according to press reports, was sponsored by the Trades and Labour Council (TLC) and the Montreal Labour Council (CCL).

The principal speakers were René Mankiewicz, Professor at McGill University, and Jacques Perrault, barrister and Professor at the University of Montreal, who discussed human rights.

The other speakers were Michel Rubinstein, Chairman of the Jewish Labour Committee, and Roméo Girard, Secretary of the Labour Committee on Racial Tolerance.

Mr. Rubinstein dealt with the attitude of minority groups and the treatment they have a right to expect from majorities. The speaker expressed the opinion that it is easy to judge the value of a democracy by its attitude towards its minority groups.

Mr. Girard urged that the taking on of workers be non-restrictive, that contracts for the purchase and sale of property be free of all racial and religious prejudice, and that all Canadian citizens be permitted to enjoy the same privileges throughout the country, irrespective of the province in which they live, or of their colour, religion, etc.

**Number of
married
women
disqualified
from UI
benefit**

Information regarding the number of married women who were disqualified from receiving unemployment insurance benefit as a result of a recent amendment to the insurance regulations (L.G., Dec., 1950, p. 1988), was given in the House of Commons recently by Mr. Paul E. Coté, Parliamentary Assistant to the Minister of Labour, in response to a question from Mr. Stanley Knowles, Member for Winnipeg North Centre.

Mr. Coté said that from November 15, the effective date of the amendment, until the end of November, 7,109 married women were disqualified by the new benefit regulation 5A, while for December and January the numbers were 2,186 and 1,513 respectively, making a total of 10,808.

Mr. Coté continued: "The number of appeals from disqualification under benefit regulation 5A heard by courts of referees between November 15, 1950, and January 31, 1951, is as follows: November, 249; December, 374; January, 78; total, 701.

"The percentage of females who established benefit years during the period January 1 to November 30, 1950, who were married women was 44 per cent. From this it is estimated that the number of married women on ordinary active claims was as follows: on October 31, 1950, 16,416; on November 30, 1950, 17,767; on December 31, 1950, 17,030; on January 31, 1951, 18,807."

**Adoption
of Defence
Production
Act**

Bill 77, an Act respecting the Department of Defence Production, was introduced by the Prime Minister on February 23, 1951, and was given third reading and passed by the House of Commons on March 9.

The Bill provides for establishing a department of defence production, confers powers on the minister with respect to procurement very similar to those formerly held by the Minister of Munitions and Supply, and gives the Governor in Council power to control essential materials in substantially the same terms as the Essential Materials (Defence) Act passed at the Special Session in September, 1950. The Act will extend over a five-year period, expiring on July 31, 1956. It will repeal the Essential Materials (Defence) Act.

Besides making the usual provision for departmental organization it provides that crown companies may be set up under the Act, and the Minister will be responsible for Canadian Arsenal Limited, Crown Assets Disposal Corporation, Defence Construction Limited, Polymer Corporation Limited, Eldorado Mining and Refining (1944) Limited, Northern Transportation Company (1947) Limited, and Canadian Commercial Corporation, which have been under the Minister of Trade and Commerce.

The Minister is given power to acquire, hold and dispose of defence supplies, or to manufacture them. The Act also covers construction and maintenance of defence projects. It provides for a defence produc-

tion revolving fund of one hundred million dollars to finance stockpiling, to make loans or advances in aid of defence procurement, and to make initial payments which will subsequently be repaid by the Department of National Defence.

Power to control essential materials is identical with the power given under the Essential Materials (Defence) Act. The Governor in Council may designate essential materials or services as necessary to meet defence requirements, and may make regulations in regard to such essential materials and services, and the Minister has wide powers of control over material and services so designated.

Rent control situation in Canada

With the expiration of the Wartime Leasehold Regulations on April 30, 1951, Federal rent controls will come to an end.

The Federal Government's intention not to continue rental control beyond this date was announced by the Minister of Finance in the House of Commons in March of last year (L.G., May, 1950, p. 608). "It is not usual," the Minister stated, "for a government to give notice so long in advance as to its intentions respecting future legislation, but the Government has decided to do so in this case in order that any province which may consider it desirable to assume some measure of rent control may have ample time to take such steps as may be deemed appropriate." At the same time, the Government renewed its previous offer to pay the cost of provincial rent control for a period of one year, beginning not later than April 1, 1950.

On March 8, 1951, the Prime Minister reasserted the Government's policy when questioned in the House of Commons. Mr. St. Laurent stated: "There has been no change in the policy of the government, announced several months ago, affecting nation-wide rent control, which will expire at the end of April. The information I have, obtained from the press rather than from official sources, is to the effect that most of the provincial governments are arranging to enter this field at that time."

The situation as it stands at the time of going to press is as follows:—

The Saskatchewan Provincial Government availed itself of the Federal Government's offer of financial assistance and enacted legislation setting up its own system of rent controls from April 1, 1950. Federal rent controls ceased to apply to the Province from that date.

In Alberta, "stand-by" legislation was passed, under the title of "The Rental

Control Act," authorizing the Government to establish rent control regulations, to come into force on a date to be proclaimed.

The Quebec Provincial Legislature passed a Bill entitled, "An Act Respecting the Regulation of Rentals," which received the Royal Assent on March 7, 1951, authorizing the Government to assume certain controls on the expiration of Federal controls on April 30.

Legislation to give the Ontario Provincial Government power to control rents when Federal controls lapse was introduced in the Ontario Legislature on March 21. The bill provides for the adoption of controls as now federally enforced. It also grants the Provincial Government power to amend the legislation by Order in Council so that any injustices to landlords or tenants may be corrected.

Newfoundland, at the time of coming into the Confederation, had its own system of rent control, which it retained and was not, therefore, subject to Federal rental regulations.

Housing in Canada during 1950

The number of new dwelling units completed in Canada (excluding Newfoundland) last year was slightly lower than in 1949, while the

number of starts was larger, according to preliminary estimates by the Dominion Bureau of Statistics in co-operation with the Central Mortgage and Housing Corporation. The carryover of dwellings in various stages of construction at the end of the year was consequently somewhat greater than a year earlier.

New units completed during the year totalled 87,299 in the nine provinces as compared to 87,533 in 1949, and starts numbered 90,441 as against 89,509. The number under construction at the year end was 58,850 compared to 58,169. Including Newfoundland, for which comparable 1949 figures are not available, completions for all Canada numbered 89,015, starts 92,531, and the carryover was 60,538 units.

While there was comparatively little change from 1949 in building activity for Canada as a whole, there were large regional differences. Except for a slightly larger number of starts in Alberta, substantial declines were recorded in the western provinces in both starts and completions. In Quebec and the Maritime Provinces increases were generally indicated, except that completions in Nova Scotia and starts in Prince Edward Island were down from 1949. Ontario showed a small decline in 1950 for both starts and completions. The number under construc-

tion at the end of the year was higher in Quebec, Nova Scotia, Ontario, Saskatchewan and Alberta.

Completions in Ontario in 1950 numbered 31,318 as compared with 31,440 in the preceding year, Quebec 27,237 compared with 22,912, British Columbia 8,560 (10,272), Alberta 7,266 (9,411), Manitoba 4,612 (4,807), Saskatchewan 2,813 (3,576), Nova Scotia 2,573 (3,056), New Brunswick 2,545 (1,801), Prince Edward Island 375 (258), and Newfoundland 1,716 (not available for 1949).

Starts in Ontario in 1950 totalled 33,430 as against 34,023 in the preceding year, Quebec 28,515 against 24,196, Alberta 8,623 (8,465), British Columbia 7,536 (9,702), Manitoba 4,072 (5,039), Saskatchewan 2,904 (3,061), Nova Scotia 2,705 (2,636), New Brunswick 2,323 (2,012), Prince Edward Island 333 (375), Newfoundland 2,090 (not available for 1949).

Dwellings under construction in Ontario at the end of 1950 totalled 24,331 as compared with 23,585 at the end of 1949, and in Quebec the number was 15,421 as compared with 14,984. In British Columbia there were 6,068 as compared with 7,166, Alberta 5,606 (4,309), Nova Scotia 2,432 (2,326), Manitoba 2,198 (2,731), Saskatchewan 1,502 (1,452), New Brunswick 1,029 (1,274), Prince Edward Island 263 (292), and Newfoundland 1,688 (not available for 1949).

Labour leaders present brief to Cabinet

On February 20, leaders of Canada's four major labour organizations presented a brief to the Prime Minister and members of the Cabinet, requesting immediate action by the Govern-

ment to institute price controls in Canada. The occasion marked the first time in history that leaders of the major labour organizations have appeared personally to present a joint submission to the Government (see below). The group was headed by Percy Bengough, TLC president; A. R. Mosher, CCL president; Gérard Picard, president of the CCCL; A. J. Kelly, chairman of the Dominion Joint Legislative Committee of the Railway Brotherhoods; and senior officials of the four organizations.

The labour proposals were summarized in four points:—

(1) "Adequate rent control. If rents are allowed to continue to go the way other prices have gone, the already heavy burden of the increased cost of living will become, for hundreds of thousands of families, almost unbearable. They

will be able to provide themselves with shelter only at the cost of severe cuts in other parts of their living standards including food."

(2) "Freezing of prices."

(3) "A public board to pass on all applications for price and rent increases."

(4) "Labour representation on that board. The absence of such representation on the Wartime Prices and Trade Board was a serious error, which should not be repeated."

The brief said that price controls were an immediate necessity but that there was no apparent need of wage controls at this time. If, however, wage stabilization was considered necessary, the brief said it should first be considered by a joint labour-government-management conference.

Dealing with the present world situation, the brief cited inflation as one of the dangers that must be avoided, if the fight against Communism is to be successful.

Discussing the arguments which had been advanced against price control, the labour group said that it was not necessary to wait until war production had reached its peak to impose controls. On the matter of wage stabilization, the brief said in part:—

"It is quite possible that if there had been as much control over prices as there already is over wages, price increases would have been much more moderate than they have been.

"If every firm or industry that wanted an increase had been obliged first to submit its case to a public board and to keep its prices as they were till the board had investigated and reported, price increases would certainly have been much slower and probably much smaller than they have been.

"The labour movement recognizes that wages could go up fast enough and far enough to break a price ceiling, though it sees no immediate danger of anything of the sort. It believes that the proper way to deal with this question is a government-labour-management conference to work out methods of wage stabilization. This offers a prospect of a wage policy which will do two things, both essential: (a) preserve the spirit, the principle, of collective bargaining, and (b) bring the experience of labour and management into the defence effort. If our Government institutes a general policy of price and production controls, labour is ready to take part in a joint government-labour-management conference to consider wage stabilization."

Following the meeting with the Prime Minister, the four organizations announced the setting up of a joint eight-man committee, made up of the president and secretary of each of the organizations. This committee will deal with matters of joint union interest.

Movement towards co-operation of labour bodies

The presentation of a joint brief to the Prime Minister on February 20, as described above, climaxed a movement towards closer relations between Canada's labour leaders that has been developing over the past three years.

Normally the four major labour groups in Canada make separate representations to the Government, in interviews which are held annually in late winter or early spring, and which cover a wide range of subjects. In addition the groups occasionally make separate representations at other times on special issues.

The year 1948 marked the first example of combined action by any of the labour groups in their approach to the Government. In June of that year a delegation representing the Trades and Labour Congress of Canada, the Canadian Congress of Labour, and the Railway Brotherhoods, appeared before the Minister of Justice and several of his colleagues to petition for disallowance of the Prince Edward Island Trade Union Act (L.G., 1948, p. 695).

Resolutions on labour unity adopted by the Conventions of the TLC and CCL in 1949 indicated the desire of both organizations for a closer measure of co-operation.

The struggle of both Congresses to rid themselves of Communist influences revealed an important field in which they shared a common objective. Also, about this time, the abandonment of the Communist-influenced World Federation of Trade Unions by the CCL and by labour groups in other democratic countries, paved the way for co-operation in a new anti-Communist international labour federation. Thus, late in 1949, delegates from both the CCL and the TLC attended the inaugural meeting of the International Confederation of Free Trade Unions in London, England, and found themselves working harmoniously to set up a world body which would resist totalitarianism and help to achieve the objectives of workers everywhere (L.G., Feb., 1950, p. 172).

On December 30, 1949, the presidents of the CCL and TLC sent a joint letter to the Prime Minister of Canada and members of the Cabinet, expressing concern

with regard to the unemployment situation. A second joint statement on unemployment was issued by the two labour leaders early in 1950 (L.G., Feb., 1950, p. 167).

Participation of the two organizations in the ICFTU was a factor leading to another joint statement by Mr. Bengough and Mr. Mosher in August, 1950. This statement quoted the opposition of the ICFTU to Communist aggression in Korea, and called for full support by Canadian labour for the decisions and actions of the United Nations Security Council to meet the Korean situation. This statement also denounced the "phoney Stockholm Peace Pledge" and other Communist manoeuvres (L.G., Oct., 1950, p. 1625).

The first joint statement signed on behalf of all four labour organizations in Canada came as a result of the railway strike in the summer of 1950. It announced the opposition of all four groups to the principle of compulsory arbitration (L.G., Oct., 1950, p. 1647).

Early in December of 1950, the four organizations announced the launching of a nation-wide campaign for price and rent control. Several joint statements have been issued as part of this campaign, culminating in the preparation of a joint brief and its submission to Mr. St. Laurent and members of the Cabinet.

Old age and blind pensioners in Canada

The number of persons receiving old age pensions in Canada increased from 292,702 at September 30, 1950 to 298,473 as at the end of the quarter December 31, 1950.

The Federal Government's contributions under the Federal-Provincial scheme totalled \$25,088,784.17 for the quarter ended December 31, 1950, as compared with \$24,600,947.46 in the preceding quarter. Since the inception of the Act the Federal Government has contributed \$708,640,847.86.

The average monthly pension in the provinces ranged between \$34.49 and \$38.31. In the Yukon Territory and the Northwest Territories the average was slightly higher.

In only four provinces was the number of pensioners higher than three per cent of the total population.

In addition to the above, pensions were being paid to 11,036 blind persons as at December 31, 1950, as compared with 10,880 at September 30, 1950.

The cost of pensions in respect of blindness to the Federal Government was \$984,276.45 for the quarter ended Decem-

ber 31, 1950, and \$969,361.68 for the quarter ended September 30, 1950. Since the inception of the Act, the Federal payments have totalled \$21,930,270.63. The average monthly pension in the provinces was between \$38.10 and \$39.32. With only three blind pensions in the Yukon Territory and the Northwest Territories, the average was \$40.

Workmen's compensation amendments in Ontario

Implementing in part the recommendations of Mr. Justice W. D. Roach, who recently conducted an inquiry into the Ontario Workmen's Compensation Act (L.G., March, 1951, p. 315), a Bill to amend the Act was introduced in the Legislature on February 5.

In accordance with Mr. Justice Roach's recommendations, the amending Bill will increase the maximum yearly earnings on which workmen's compensation is based from \$3,000 to \$4,000. The waiting period which must elapse before compensation is payable will be reduced from seven to five working days. Mr. Justice Roach recommended a waiting period of four working days. These two amendments will be effective from January 1, 1952.

Mr. Justice Roach found that the amount allowed by the Act for burial expenses was inadequate, and his recommendation that the maximum amount payable should be increased from \$125 to \$200 was accepted by the Government. Where the workmen's body has to be transported a considerable distance for burial, compensation includes a further sum for the necessary expenses involved. A further amendment removes the present maximum of \$125 and permits the Workmen's Compensation Board to determine the sum which may be paid. Mr. Justice Roach recommended a limit of \$175. Both amendments will go into effect when the Bill becomes law.

The Bill will also increase from \$100 to \$200 the immediate lump sum payable, in addition to all other compensation, to a widow. No recommendations were made in the Report with regard to the matter.

During the debate on second reading, all opposition groups, while approving the provisions of the Bill as far as they went, asked for wider implementation of the Commissioner's Report especially with respect to its recommendations on accident prevention. Chief among the recommendations were that accident prevention should be brought under the direct jurisdiction of the Workmen's Compensation Board and that there should be more active

participation of labour in any organized system of accident prevention. On February 23, a private member's Bill was introduced to implement the specific recommendations of Mr. Justice Roach with regard to accident prevention. This Bill was given a six months' hoist on March 7, at which time the Minister of Labour, Mr. Daley, stated that the recommendations of the Commission with regard to this matter are being studied by his Department.

Wages, prices and disputes in U.K.

During 1950, weekly rates of wages in the United Kingdom showed an increase of about 4 per cent on the average, according to the British *Ministry of Labour Gazette*; this compared with a rise of between 1½ and 2 per cent in 1949, and 4 per cent in 1948. On the basis of June, 1947=100, the index number of weekly rates of wages was 114 at the end of December, 1950, compared with 109 at the end of 1949, and 107 at the end of 1948. It is estimated that about 7,350,000 workers received an increase of about £2,020,000 a week during the year. The corresponding figures for 1949 and 1948 were 5,200,000 and £1,076,000; and 7,750,000 and £1,900,000 respectively. There was little change in the normal weekly hours of work during 1950.

The average level of retail prices, as measured by the interim index, rose by about 3 per cent during the year. This was largely due to increases in the average level of food prices, but prices of clothing and of many other articles also showed substantial increases.

Stoppages of work, arising from industrial disputes, resulted in a loss during 1950 of nearly 1,400,000 working days at establishments where the stoppages occurred. This figure was the lowest recorded since 1941. The number of workpeople involved in all disputes, viz., just over 300,000, was the lowest since 1940. The figure of workpeople involved represented about one per cent of the total population in civil employment.

Report on conditions in British mines, 1949

In 1949 the accident rate in Great Britain's mines was the lowest ever recorded. The greatest single cause continued to be "falls of ground."

The report of the Chief Inspector of Mines for 1949 shows that the number of deaths in that year was 460, compared with 468 in 1948, and that serious injuries

totalled 2,180, a reduction of 211 over the previous year. The rate of accidents per 100,000 man-shifts remained constant at the 1948 record low level of 0.25. There was, however, a corresponding decline in the number of man-shifts worked.

Of the 18 minor explosions which occurred during the year, seven were caused by illegal smoking. Haulage accidents decreased by nearly 19 per cent, "reflecting among other things, the decline in the use of rope haulage and the increasing use of locomotives and conveyors."

Twelve persons were killed and 374 injured as a result of accidents arising from the use of explosives. These figures are "unsatisfactory and wholly unjustified by mining conditions and recent developments in shot-firing and mining practices," the report states. One of the most disturbing features, it adds, is an increase of nearly 40 per cent in the number of fatal accidents on the surface, "a very unsatisfactory state of affairs which is difficult to explain and still more difficult to excuse."

Experiments made with numerous methods of dust suppression, in an attempt to prevent and arrest the development of pneumoconiosis, were carried out with evident success, but because of the time factor in the development of the disease, and the fact that the benefit of the work being done will not be reflected for some years, the report points out that no improvement in the figures of casualties will be immediately apparent.

Defence mobilization in the United States

Following the proclamation by President Truman of a "state of emergency" on December 16, a number of Government agencies were created and controls enacted.

The main feature of the program was the establishment of an Office of Defence Mobilization and the appointment of Charles E. Wilson, formerly president of General Electric, as its head. The creation of this office centralized within one government agency control over a large part of American defence mobilization, including manpower, transportation, production, procurement, and economic stabilization.

Among the agencies reporting to Mr. Wilson is the Economic Stabilization Agency, whose head is Eric A. Johnston. Responsible to Mr. Johnston is the Office of Price Administration, headed by Michael V. DeSalle, and the Wage Stabilization Board, whose chairman is Cyrus Ching.

An Office of Defence Manpower has been established within the Department of Labour. This body has the task of meet-

ing defence and essential civilian labour requirements, including the recruiting and training of manpower. It is responsible, through the Secretary of Labour, to the Office of Defence Mobilization.

President Truman announces manpower policy

On January 17, 1951, President Truman announced a National Manpower Mobilization Policy, under which the United States Government will impose controls on military and civilian

manpower "when and to the extent needed to assure successful execution of the mobilization program."

The major aims of the manpower program are to: (1) provide the needed manpower for the armed forces; (2) furnish manpower for production of materials and services required by the armed forces, international aid programs and the civilian economy; and (3) expand the supply of persons with highly developed skills essential for civilian and military activities and for the protection of civilian health and welfare.

Recruitment, placement, distribution, training and utilization of the civilian labour force will be based primarily on voluntary measures, but government controls will be instituted as needed, and will apply to employers or to workers, or to both. The federal controls will include (1) restriction of indiscriminate labour turnover through control of separations; (2) putting employment ceilings on employers with respect to the total number of workers, the number of men or the number in particular skills; (3) controlling of employer hiring; and (4) enforcing adherence to utilization standards, including full use of women, the handicapped and minority groups.

The basic principles of manpower mobilization enunciated by the President are that each individual will be expected to serve in the capacity which will contribute most to the total program, employers will assure the full utilization of the abilities and skills of each person which will best serve the country's needs, and the government will develop and administer manpower programs designed to achieve the fullest possible support for the whole mobilization plan.

Economic stabilization measures in U.S.A.

On January 26, wage and price controls were introduced in the United States. Ceilings were ordered on prices for most commodities and services on the basis of

prices in effect from December 19, 1950 to January 25, 1951. A month later, however,

the program was modified by an order restricting retailers on the amount of "mark-up" allowed between cost and selling price of some 200,000 retail items. The allowed mark-up was not to exceed that in effect on February 24. The Director of Price Stabilization, Michael V. DeSalle, predicted that under the new system some retail prices would "roll forward," others would "roll back" but ultimately stabilization of prices would be ensured.

The first wage control order, issued on January 26, forbade an employer to raise wages, salaries and other forms of compensation above the levels of January 25, 1951, without the approval of the Wage Stabilization Board. In mid-February a policy was adopted by the Board to permit general wage and salary increases of 10 per cent above the levels of January 15, 1950. This policy was, however, opposed by the labour members of the Board who, on instructions of the United Labour Policy Committee (L.G., Feb., 1951, p. 158) withdrew in protest. The labour members were reported to favour a formula which would provide increases of 12 per cent above the levels prevailing in June, 1950.

The Director of Economic Stabilization, Eric Johnston, approved the Board's policy a fortnight later, but amended it so as to permit cost-of-living "escalator" clauses signed before January 25, 1951, to continue until June 30, even though they exceeded the 10 per cent limit.

Up until late March, the labour representatives on the Board were continuing in their withdrawal, and the Board had held no further meetings.

Handbook of facts on women workers in U.S.A.

Comprehensive information concerning the employment of women in the United States is contained in a bulletin published recently by the Women's Bureau of the United States Department of Labour, under the title, *1950 Handbook of Facts on Women Workers*. Designed as a source book, it brings up to date the Bureau's handbook issued two years ago.

The information is arranged in sections under the following headlines: Employment of Women; Wages, Salaries and Income; Economic Responsibilities of Women Workers; Industrial Injuries to Women; Standards of Employment of Women; Summary of State Labour Laws for Women; Legislation Affecting Household Employees; Political and Civil Status of Women; Women's Educational and Vocational Training. The bulletin also

includes a selected bibliography of basic sources regarding American women, a list of women's national organizations, and a list of current publications of the Women's Bureau.

In the section on employment, statistics are given showing the number of women in gainful employment from as far back as 1870—the year when the first U.S. full census of women workers was taken—up to and including 1949. The chief occupation and industry groups employing women are shown, and such other information as the age and marital status of women workers. The Women's Bureau plans to issue the handbook biennially.

Machinists union rejoins AFL

On January 4, the International Association of Machinists whose membership is reported to be about 600,000, reaffiliated with the American Federation of Labour. The formal reaffiliation marked the culmination of negotiations between the Association Executive and the AFL, which began in December, 1948.

During December, 1950, the Association membership voted on the proposed reaffiliation recommended by the Executive and approved it by a 3½ to 1 majority.

The IAM first left the AFL in 1943, and again in 1945, because of disputes over the jurisdiction of the AFL Building Trades Department.

Belgian opinion on employment of women

The *Revue du Travail* of the Department of Labour and Social Welfare in Belgium reported in its November, 1950, issue the results of a poll of public opinion held by the University Institute of Social and Economic Information. The questions were: Do you think women should receive the same wages as men for equal work? What is the understanding of the public as to the actual application of the "equal pay for equal work" principle? Is it preferable (or is it necessary) for married women to stay at home? Should married women have the opportunity of working outside the home? Are special facilities required for married women working outside the home? What should these facilities be?

The nature of the answers led to the conclusion that there is a greater degree of interest in this question than in the subject of most inquiries. There were very few "no opinion" answers, particularly

among women, although the experience in former polls is that women are usually less definite in their opinions than men.

The majority, 77.9 per cent of the women and 59.1 per cent of the men, were in favour of "equal pay for equal work"; 78.1 per cent of the women and 64.5 per cent of the men thought that married women should have the opportunity of working outside the home either because they wished to work or from necessity. Fewer women than men thought that it was preferable (or necessary) for women to remain at home.

More women than men thought that special facilities should be provided for married women working. The special provisions generally suggested were not of the type to change working conditions, such as half-time work, changes in working hours and in the hours of store opening, but rather of the type to relieve the housewife through infant nurseries, day nurseries for school age children, and meals at school. The order of preference was as follows: infant day nurseries, 69 per cent; meals at school, 66.3 per cent; day nurseries for school-age children, 54.6 per cent; day nurseries for pre-school children, 50.4 per cent.

The report indicates how opinion on this subject differs as between age groups as well as sex, and shows that there is a tendency for opinions to differ according to family, economic and social background.

The results of the poll showed a striking contrast between the general trend of opinion and the actual situation prevailing concerning employment of women outside the home, according to the *Revue*. From the comments which accompanied the replies, the *Revue* states, it seems evident that this trend of opinion already is, or is near to being, a strong general conviction.

Fund for workers' colleges in Denmark

At a Congress of the Danish Confederation of Trade Unions held on November 27, 1950, it was decided to establish a special fund for the building of workers' colleges. This fund, will be formed by a weekly contribution from each member of the Confederation, according to the January 15 issue of *Industry and Labour*, an ILO publication.

Before the war there were two workers' colleges in Denmark. The one at Esbjerg was destroyed during the war and plans are now underway for its reconstruction. With the completion of this college, considerable money will then have to be directed toward the reparation and modernization of the college at Roskilde.

The Danish trade union movement was urged by the Confederation president to make possible the building of a third college, probably at Aarhus.

(Concluded from page 440)

preceding year's figure of \$7,630,000,000. The estimated total in December amounted to \$703,000,000, down \$30,000,000 from November, but up \$61,000,000 or 9.5 per cent over December, 1949 The value of Canada's retail trade in January 1951, was estimated at \$675,000,000, a rise of 20 per cent over the January total in 1950. . . . Domestic exports to all countries in February were valued at \$233,910,000 as compared with \$199,462,000 in the corresponding month last year, a rise of 17 per cent. Shipments to the United States in February increased nearly 18 per cent to \$152,428,000 from \$128,838,000 in February, 1950. . . . Canadian production of silver, lead and zinc increased in January this year over the same month in 1950. The month's output of primary silver amounted to 2,114,940 fine ounces as compared with 1,195,677 in January last year. Production of primary lead in the month totalled 16,099 tons, sharply above the 9,558 tons produced a year earlier. Primary zinc production amounted to 25,708 tons as against 24,028 in January last year.

NATIONAL CONFERENCE ON REHABILITATION

Recognizing the need for a co-ordinated program of rehabilitation, the Ministers of National Health and Welfare, Veterans Affairs, and Labour co-operated to sponsor the National Conference on the Rehabilitation of Handicapped Persons.

The Conference, held in Toronto, February 1-3 was attended by representatives of federal, provincial, civic, and voluntary agencies and individuals engaged in all phases of rehabilitation work.

During the three-day deliberations, the delegates heard addresses on the different phases of rehabilitation work in Canada and the United States, and adopted a resolution proposing an integrated rehabilitation program which would utilize federal, provincial and voluntary services.

The Conference recommended the appointment of a National Co-ordinating Committee, representing provincial and federal governments, and other interested agencies; and appointment of a National Co-ordinator of Rehabilitation.

In the following pages appears an account of the proceedings, and a brief introductory summary of rehabilitation work in Canada, the United States and Great Britain.

Introduction:

Rehabilitation Services in Canada

The process of rehabilitation involves three distinct factors, namely: medical care; vocational guidance, counselling, and training; and placement in satisfactory employment. There are two main problems in the carrying out of this process in Canada at present. First, there is considerable variance in the services available to the disabled in different areas and provinces, and as a result, in some sections these services are fragmentary or non-existent. The second problem is the lack of co-ordination between the different types of services presently offered. There is, at

the moment, a need for the co-ordination and integration of the work of medical, guidance, counselling and placement services.

Although Canada does not have a single program available for all citizens, there are a variety of federal, provincial, and voluntary agencies which are concerned with various aspects of the problem.*

* The source of the information in this section has been *The Rehabilitation of Disabled Persons*, the data book prepared for the Conference by the Research Division, Department of National Health and Welfare.

Federal Agencies

For veterans, the Department of Veterans Affairs has a completely co-ordinated system providing medical care, vocational guidance and training. Close co-operation is maintained between the department and the Employment Service to provide proper placement in employment.

The Department of National Health and Welfare has taken an increasingly active role in rehabilitation. Under the National Health Program, money has been appropriated for aid to crippled children, tuberculosis patients, and victims of mental illness, arthritic diseases, and poliomyelitis. In addition, the Department has provided grants of money for sickness surveys in all provinces, and recently completed health surveys will give a clearer picture of available rehabilitation services and facilities.

The Department of Labour provides a vocational training program under the Canadian Vocational Training Co-ordination Act, 1942. Under the general title of Canadian Vocational Training, the Department is responsible for administering several different types of training programs. This work is done on a co-operative financial basis with the provinces. While this program is not specifically designed for disabled persons, they are eligible to participate along with others.

Through its Special Placements Division, the National Employment Service makes its services available to all handicapped workers. Employment suitable to the physical capacities of the disabled is found by the Division. In carrying out this work, the Employment Service enlists the aid of many government and private organizations.

Provincial Programs

Rehabilitation services vary considerably from province to province. Generally speaking, public health services presently existing in the provinces which would be essential to a rehabilitation program are well-developed and widely available. Provincial health and education departments already possess facilities which could be utilized for medical aid, education, and training; and the facilities of the National Employment Service are available for placement work. For those injured in industrial employment, coming under the provisions of Workmen's Compensation Acts, provincial Compensation Boards provide rehabilitation services.

There is only one province-wide general civilian rehabilitation program presently operating in Canada. Saskatchewan, through the Civilian Rehabilitation Divi-

sion of its Department of Social Welfare, provides a complete program of medical and diagnostic services, medical rehabilitation, vocational guidance and training, placement, and allowances for maintenance, clothing, transportation, tuition fees and other necessities.

The provinces also provide financial assistance for the provision of medical rehabilitation services in some specific disabilities. These services are often provided in co-operation with federal and voluntary agencies. In recent years, services have been developed in connection with provincial institutions for mental illness, tuberculosis, and hospital care for poliomyelitis. The provinces also make use of the federal-provincial vocational training program.

In Saskatchewan and British Columbia, almost the entire population is covered by compulsory hospital insurance programs, and over one-third of the population of Newfoundland is covered by prepaid hospital and medical care. In many provinces, the provincial governments assist financially in providing hospital care and service to social assistance recipients, old age and blind pensioners, and those receiving mother's allowances.

Workmen's Compensation Boards

Several Provincial Workmen's Compensation Boards have set up rehabilitation programs. Notable among these are those in Ontario, British Columbia and Quebec. Possibly the best known of these programs is the one operated by the Ontario Workmen's Compensation Board at its Centre in Malton. This Centre provides complete medical, guidance, and training care from the moment the worker is injured until he is able to return to employment.

The British Columbia and Quebec Rehabilitation Centres are well equipped and provide medical care, therapy, prosthetic appliances, and (in co-operation with the Employment Service) placement services.

In provinces having no rehabilitation centres, facilities available in general hospitals and Department of Veterans Affairs hospitals may be utilized, and if necessary, the injured workman may be sent outside the province for treatment and rehabilitation services. Alberta has established a reserve fund under its Workmen's Compensation Act, which is used to assist in retraining disabled workmen. The fund allows for payment of the cost of the course, and an allowance during the training period. The Saskatchewan Department of Social Welfare maintains a Rehabilitation Branch to which special

cases are referred for counselling, training and placement. The Workmen's Compensation Board assumes financial responsibility for these cases.

Compensation Boards in other provinces arrange for training and placement through provincial Canadian Vocational Training Courses and the Special Placements Division. Nova Scotia, Quebec, Ontario, Alberta, and British Columbia have established industrial health divisions in their departments of health, which act as consultants and advisers to the Compensation Boards.

Voluntary Agencies

The work of existing voluntary agencies has generally been of a very high level. The data book, issued for the Rehabilitation Conference, commenting on the work of these agencies said: "Complementing and supporting government effort, the network of voluntary agencies provides a wide range of services that touch on all aspects of the rehabilitation."

These voluntary agencies have played a varied role in rehabilitation work. There are the nationally organized groups organized to look after certain types of disability such as blindness, arthritis, poliomyelitis and tuberculosis. Local organizations, such as the Toronto Society for Crippled Civilians and the Windsor Curative Workshop are actively engaged in helping the disabled lead productive lives. Supplementing this work, both locally and nationally, is the work of service clubs, religious groups, and mutual self-help organizations, founded by the handicapped themselves.

Rehabilitation in the United States

The United States has several programs providing rehabilitation services. Many state, federal, and voluntary organizations provide these services. There is, however, a much greater degree of co-ordination of services than in Canada, and there has been some form of federal-state vocational rehabilitation program in existence since 1920. The plan operated by the Federal Office of Vocational Rehabilitation in close conjunction with state agencies is typical. The program is jointly financed by federal grants-in-aid and state contributions.

Under the plan now in operation, the Office of Vocational Rehabilitation, which was set up under the provisions of Public Bill 113 (The Barden-La Follette Act) in 1943, is a part of the Federal Security Agency.

The Office is responsible for the approval of state plans, certification of grants-in-aid, and for providing "leadership and tech-

nical assistance to the state offices to stimulate the establishment of adequate facilities and services." One important function performed by this federal agency is that of research and investigation, the results of which are made available to the state agencies.

State agencies have as their primary function and responsibility, the development of the vocational rehabilitation program. The essential state functions are directly related to the provision of services to the disabled individual. This includes case findings, the development of co-operation with other agencies, medical and vocational diagnosis, and other aspects of successful rehabilitation.

In addition to the federal-state program described above, there is the work of advisory bodies, the Veterans' Administration, federal and state health departments, education departments, and the many volunteer and private agencies interested in rehabilitation.

Rehabilitation in Great Britain

Great Britain, unlike Canada and the United States, is not a federal state, and the constitutional problems of creating an over-all system have not been so great. The basis for the British program is the Disabled Persons (Employment) Act of 1944. The program "attempts to cover the total needs of all disabled citizens, regardless of age, origin and type of disability, or war services requirements."

The ultimate end of all rehabilitation efforts is successful placement in satisfactory employment. No one is completely or successfully rehabilitated until they have once more resumed their place in the economic life of the community. Shown in the picture on the opposite page: a blind stenographer copying from braille; an instructress teaching a deaf-mute trainee the proper way to hem a towel; a blind worker assembling motor switches in a washing machine factory; a crippled worker rests his cane on his work bench; a paraplegic working in a large sporting goods firm; workers manufacturing ironing boards in a disabled civilians' workshop; a former pulpman, who lost an arm, shows how he successfully handles a new job in a lumberyard; and an amputee fitting a drawer into a chest he is making.



Between World War I and World War II, medical rehabilitation in Britain declined, but the need for improved methods and services was soon realized during World War II. In the post-war period, these services have grown and developed extensively. The British rehabilitation scheme has become an integral part of the social security system set up under the National Health Service Act (1946), The National Insurance Act (1946), and the National Assistance Act (1948). This rehabilitation program, based on several different statutes, is administered through several government departments, local authorities, and voluntary agencies. The plan provides for all phases of rehabilitation; medical care, counselling, guid-

ance, the provision of prosthetic devices where necessary, and placement. In addition a scheme of disability benefits is provided.

One feature of the British system not found in either Canada or the United States, is the provision in the Disabled Persons (Employment) Act, which invokes a statutory obligation on employers of 20 or more workers to employ a quota of disabled persons from the employment register. The quota is fixed by the Minister of Labour and National Service in consultation with worker and employer representatives. He is also empowered to designate certain classes of employment for the exclusive reservation of vacancies to registered disabled persons.

Background of the Conference

The first Conference in Canada on the Vocational Rehabilitation of the Physically Handicapped was held in Toronto in September, 1943. This Conference, convened by the Employment Service and Unemployment Insurance Branch of the Department of Labour, was called for two major purposes. First, it was hoped that public attention would be focused on the contribution which the handicapped were making to Canada's war effort; and secondly it was hoped "to demonstrate the need for a program of civilian rehabilitation in Canada." A resolution passed by the Conference said in part:—

This Conference respectfully urges that consideration be given to the development of both a comprehensive plan and actual facilities at the earliest possible moment in order that the needs of the handicapped may be more adequately met and the interest and co-operation of employers may be stimulated and broadened.

A series of meetings was also held in principal cities all across Canada, with the idea of promoting the placement in suitable employment of the handicapped, and at the same time, to look further into the need for rehabilitation facilities. Following a meeting held in Vancouver, the Council for the Guidance of the Handicapped was formed. The primary aim of this Council has been "to urge upon the Government of Canada the need for constructive legislation to assist the handicapped."

In 1946, the Council sponsored a conference in Vancouver attended by many interested individuals and organizations, including Canadian and American government officials. At this time a strong resolution was passed urging that a national conference be held as soon as possible. In August, 1947, an Order in Council was passed which recommended:—

That a National Conference of three days duration be held in Ottawa during the month of October, 1947, under the auspices of the Department of Labour, to consider the vocational rehabilitation of the physically handicapped, said conference to be attended by delegates representing national, provincial, and local organizations working on behalf of the physically handicapped as well as representatives of the Dominion and Provincial Governments, and any other specialists in the field whose attendance may be deemed necessary . . .

It was not found possible to hold the conference at this time, and plans were formulated to hold a national conference, jointly sponsored by the Departments of National Health and Welfare, Veterans Affairs, and Labour, at a later date. It was decided that this conference would consider not only the vocational aspects of rehabilitation, but the physical, mental, social and economic factors as well. The conference was originally scheduled to be held in May, 1950 but was postponed because of the Winnipeg floods, and was held in Toronto, February 1-3, 1951.

Proceedings of the Conference

Sponsored by the Hon. Paul Martin, Minister of Health and Welfare, the Hon. Hugues Lapointe, Minister of Veterans Affairs, and the Hon. Milton F. Gregg, V.C., Minister of Labour, the National Conference on Rehabilitation of the

Handicapped was held in Toronto, February 1-3. The Conference was attended by over 150 representatives of federal, provincial and voluntary agencies, as well as individuals interested in the rehabilitation problem in Canada.

The Conference opened with a plenary session during which a series of speakers described the work at present being done in various fields related to rehabilitation, and the needs that exist.

Subsequently, two working committees were set up, to formulate recommendations in regard to (a) medical rehabilitation, and (b) vocational guidance, training and placement.

The reports of these Committees were later adopted by the Conference in plenary session.

The final Conference resolutions were forwarded to the Federal Government for consideration.

Hon. Milton F. Gregg acted as Conference president. Mr. A. MacNamara, Dr. G. D. Cameron, Dr. G. F. Davidson and Mr. E. L. M. Burns, Deputy Ministers of the sponsoring departments, acted as chairmen of the plenary sessions of the Conference.

Among the highlights of the Conference, was the screening of a film "The Road Back", which showed rehabilitation work being done in the United States. Another feature, was a tour of Sunnybrook Military Hospital.

Following this tour, the final plenary session of the Conference was held in the hospital auditorium, and it was here that the recommendations of the working committees were presented and discussed.

In addition to the speakers whose addresses are summarized below, Controller John M. Innes, representing Mayor Hiram MacCallum, welcomed the Conference to Toronto. Mr. E. A. Baker, Manager of the Canadian National Institute for the Blind, spoke on "The Place of Civilian Rehabilitation in Canada's Social Security Program" at a luncheon held on the opening day.

Mr. A. MacNamara, Deputy Minister of Labour

In opening the Conference, Mr. MacNamara placed the problem of rehabilitation in the perspective of the present world struggle between two great political-social forces. He urged the need "to make our way of life stand out above the other, to

emphasize that at the top we place humanity." One way of doing this is to realize the special problems faced by the handicapped. We must consider the ways in which medical assistance, both mental and physical, can be utilized to solve these problems, Mr. MacNamara said. Parallel to this, we must explore employment possibilities for the rehabilitated.

A successful rehabilitation plan is important to the handicapped person, industry, and the nation as a whole. "Let us get clearly in our mind that the handicapped person is not a useless person. We learned during World War II quite the contrary. Many sightless and otherwise physically handicapped persons did excellent work in our war plants," Mr. MacNamara said.

Between 1945 and 1950, the National Employment Service, through its Special Placements Division and in conjunction with other agencies, found 80,000 jobs for handicapped persons. Mr. MacNamara pointed out that we are in a period of high employment, and any large increases in the working force needed to increase



Hon. Milton F. Gregg, Minister of Labour, and Mr. H. C. Hudson, Supervisor of Special Placements for the National Employment Service, examine the memorial window in the chapel at Sunnybrook Military Hospital, Toronto. The picture was taken during a tour of the hospital by delegates to the Conference.

production would necessitate utilizing the productive abilities of older workers, women, and the handicapped.

Turning to the achievements already accomplished by federal, provincial and private agencies in the rehabilitation field, Mr. MacNamara said that "it would not be fair . . . to leave an impression that we are starting out on this Conference to plan doing something new." He stressed the fact that the Conference would serve to emphasize what has been done, and point up those gaps still remaining.

Hon. Milton F. Gregg, Minister of Labour

The Hon. Mr. Gregg, on behalf of the Government of Canada, extended an official welcome to all those present. Mr. Gregg pointed out that circumstances had prevented the Conference meeting when originally planned, and paid tribute to the efforts of the late Hon. Humphrey Mitchell in participating in the early Conference arrangements.

Mr. Gregg said that while there were great dangers in the present situation which might lead some to say that "we should . . . postpone this Conference," he felt it was important to hold the Conference because if it were to wait "until all is peace and perfect harmony in the world," it would never be held.

There were many present at the Conference, "who in spite of handicaps have equipped themselves to perform in splendid fashion, tasks that are of prime importance to the welfare of Canada," Mr. Gregg said. Many disabled Canadians have had to undertake their own rehabilitation; others have received help from voluntary organizations; and still others have benefited from provincial compensation schemes, and the federal rehabilitation program for veterans, he said.

Mr. Gregg pointed out, however, that Canada still lacked an over-all co-ordinated scheme of rehabilitation. He said:—

There is no co-ordinated plan in effect in Canada today for the benefit of those who have a handicap brought about by some event not connected with industry or with war service. In saying this I know of the work that has been started by one or two of the provinces, and also that carried out by certain voluntary agencies. Valuable as those efforts are, there is still a great gap to be filled. . . .

There are thousands of our citizens who, because of their handicaps are now unemployed or under-employed because they are believed to be incapable of self-sustaining employment. As they are at

present equipped the things they can do are so limited that attempts on their part alone to get work usually fail, or at best provide something quite inadequate. It is this latter group that we are chiefly concerned about this week . . .

I wish to say a special word to those here from the voluntary agencies. I congratulate you upon your pioneer work. Whatever may come from this or later conferences I hope that one result will be the strengthening of your hands in this work, and the encouragement of those who support your agencies.

Mr. Gregg listed four factors as being of primary importance in a rehabilitation program. These are:—

The removal or reduction of the disabilities, and a clear appraisal of existing or potential abilities;

The provision of vocational guidance and training and individual attention to all factors related to the approach to the new employment;

The promotion of employers' acceptance of handicapped as efficient workers until they have had ample time to prove their value;

The encouragement of the spirit of independence of the handicapped, the discouragement of evidence of pity amongst their associates; and the realization that individual interest and human understanding are all important.

Hon. Leslie Frost, Premier of Ontario

The Hon. Leslie Frost, Premier of Ontario, welcomed the Conference to Toronto on behalf of the Province of Ontario. Premier Frost extended "the fullest co-operation of the Government of Ontario and all its departments" in the effort to establish a comprehensive program of rehabilitation.

Premier Frost emphasized the fact that experience in other countries has proven that the cost of successfully rehabilitating a disabled person is no more than that for one year of welfare care. Mentioning the work of the Ontario Workmen's Compensation Board at its Malton centre, he said that between three and four hundred injured workers were rehabilitated there each year. In 1947, only fifteen cases needed extra welfare care, Mr. Frost said.

Turning to the problem of the mentally afflicted Mr. Frost suggested that the time has come for a new approach. We must, he said, stress the rehabilitation and prevention function rather than the custodial and hospitalization function as at present. He said that the emphasis should be placed on keeping people out of mental institutions, rather than merely providing hospitals to look after them after they had become ill.

**Hon. Paul Martin,
Minister of National Health and Welfare**

Stressing the complexity and importance of the disability problem, Mr. Martin told the Conference: "There are many types of disability—mental and social as well as physical. As a consequence, there must be a variety of rehabilitation services." The great need at present, Mr. Martin said, was for the integration and co-ordination of these services.

The results of a recent sickness survey conducted by his department, indicate that there are almost 900,000 people in Canada with some form of "permanent or extended disability," Mr. Martin said. However, many of these people do not require rehabilitation.

Mr. Martin reviewed the extent of existing rehabilitation programs. He said that despite the lack of a single over-all system, "some of the individual programs are outstanding in their way." At the provincial level, Workmen's Compensation Boards have made great progress in helping injured workmen. Mr. Martin also paid tribute to the voluntary agencies engaged in this type of work.

Mr. Martin suggested that the greatest need at present is for co-ordination. He said:—

If we are to find a better solution of our rehabilitation problem, we must bring into clearer focus the whole picture of what now is being done. In this field of welfare action more perhaps than in any other, there is need for co-ordination of many disciplines and agencies. Through the multi-disciplined approach of specially-trained physicians, physio-therapists, experts in vocational guidance, special employment officers, and others making up the rehabilitation team, the best hope for success lies in unified action.

I suggest that the most useful accomplishment of this Conference would be to encourage the integration and co-ordination of existing services in order to ensure that the considerable moneys now being expended for Canada's disabled are used to best effect. We might find some way in which to bring existing programs and personnel and services into a closer working relationship. At the same time, we might also correlate our planning so that our rehabilitation programs can achieve maximum coverage and effectiveness.

It would, of course, be not only cumbersome and inefficient but a complete negation of the whole Canadian tradition to attempt to centralize rehabilitation services in Ottawa. We need the active participation of provincial governments, which, constitutionally, are more directly charged with this responsibility. We need the intimate knowledge of local conditions possessed by government at the community level. Above all, we need the inspired service of the voluntary agencies, which so often give leadership in this field by setting up pilot rehabilitation projects

that, having proved their effectiveness, are then more widely developed on either the voluntary or governmental level.

Discussing the rehabilitation process, Mr. Martin emphasized that it must be viewed in its broadest terms. It should not be regarded as a series of isolated events, but as a planned and continuous procedure. Restoring the disabled individual to his place in society very often requires prolonged care. Mr. Martin described this process as "a complete physical, mental and even spiritual restoration of the individual to an effective, useful, and satisfying life."

A program such as this will require public education, Mr. Martin said. Public attitudes toward the disabled are most important, and it is essential that we adopt and use a sympathetic and intelligent approach to their problems.

**Hon. Hugues Lapointe,
Minister of Veterans Affairs**

The Department of Veterans Affairs has both a legal and moral responsibility to reduce the disabilities of veterans to an absolute minimum, Mr. Lapointe said. The department strives "to assist the veteran to the full extent of our authority and our ability, to return to a life where he can be self-supporting—where he can make a contribution to the national economy."

Mr. Lapointe outlined the procedure developed by DVA in caring for disabled veterans. The keystone of this program is the restoration of the veteran's physical ability to the greatest extent possible. One important factor in the DVA program, has been the realization that teamwork is essential if rehabilitation is to be effective and successful. When the patient has shown sufficient physical improvement, the doctors, and the other members of the rehabilitation team, plan a program of training. This training "must be objective and directed towards an occupational goal," Mr. Lapointe said.

Outlining the procedure further, the Minister said:—

Accordingly we have a program of planned training which starts in our treatment institutions. Courses must of necessity be selected with the co-operation of a vocational counsellor, because the ultimate target must always be productive, remunerative employment. These courses may be taken by correspondence. We may use special texts developed during World War II by the Canadian Legion, but always available is a tutor to help the veteran with the more difficult problems, and to keep his interest high.

When the patient becomes mobile, we have even been able to arrange courses where he studies along with others.

The progress made during the hospitalised period has frequently been amazing, but this is not surprising. These veterans are people of maturity. They know they will have a residual handicap to overcome. The result is that they take this preliminary training seriously.

In many cases, of course, the veteran is ready for employment almost immediately upon discharge from hospital. In others, further training is required. When this is indicated it is arranged on our system of allowances and with fees paid.

I have not mentioned as yet another important member of the team. This is the casualty officer, whose responsibility it is to follow the veteran through his planning period into ultimate employment. He is indeed a most important member of the group, for it is he who makes sure that the training course will lead to employment. It is he who contacts employers and explains the disability which the veteran must overcome.

Despite the fact that the financial worries of the veteran patient are at a minimum during his treatment, the Department of Veterans Affairs has found that there are often other personal factors which may impede recovery. Mr. Lapointe said that it has been found advisable to add a medical-social worker to the team of experts to help with these problems of adjustment.

Praising the general desire of veterans to help themselves, Mr. Lapointe quoted some figures to illustrate the success of this program. He said that 35,700 veterans have registered with the Casualty Rehabilitation Section of DVA. This figure is not the total of all disabled veterans, since pensions are paid to about 95,000 World War II veterans, and some 66,000 from World War I. The majority of these pensioners suffer from disabilities of 20 per cent or less, but some 16,000 have been assessed at 80 per cent or more. Those registered with the Casualty Rehabilitation Section need special service to assist them in returning to a productive peacetime life.

Of the 35,700 registered, only 1,249 of those ready to work and desiring to work are unemployed. Nearly 28,000 have steady employment, although 4,000 of these are still receiving treatment or training, Mr. Lapointe said. There is a small group whose rehabilitation is not considered feasible for a variety of reasons. However, of the 16,000 veterans having 80 per cent or more disability, only 1,500 or less than 10 per cent are not gainfully employed.

Mr. Lapointe urged the delegates to remember that "a physical impairment does not necessarily mean a lowering in the economic position of the one who suffers it. In fact, our experience is directly

to the contrary. Our figures show, that 40 per cent of those veterans who have suffered a physical disability, are actually in better positions today than when the impairment occurred. Training has played a part in many cases, but one essential must always be considerate employers, prepared to give a disabled applicant an opportunity to demonstrate that it is not what a man has lost that counts, but what he still has."

Keynote Speech Dr. W. P. Warner

Dr. W. P. Warner, Director General of Treatment Services, Department of Veterans Affairs, delivered the Conference keynote address. He said that the keynote of any rehabilitation program is adequate medical care, applied through the various stages of rehabilitation.

There are two very important reasons for Canada to establish a rehabilitation program at this time, Dr. Warner said. Canada is facing a possible manpower shortage, and the successful rehabilitation of disabled citizens would provide untapped sources of manpower. Secondly, Dr. Warner noted the problem of geriatrics. Despite a lowered death rate, and increased life span, science has not done everything possible to alleviate the diseases of the older-aged, and to help these people live happy and productive lives.

In establishing a rehabilitation program, Dr. Warner said that the handicapped person must be the focal point of the plan. The doctor must evaluate and develop whatever assets the patient has left and then proceed with the job of rehabilitation. He should seek the advice of other specialists, and with them attempt to make the patient as physically fit as possible. In nine out of ten cases at present this is not being done. Dr. Warner said that the principle has not been firmly grasped that the medical function continues in all stages of rehabilitation, and is a never-ending process. Files on disabled persons should never be closed, he stressed, and periodic check-ups by the doctor and the other members of the team are essential to success.

Stressing the need for teamwork by all those engaged in rehabilitation work, Dr. Warner said that co-operation is essential from the active treatment phase to final placement in employment. He suggested that at present, only a small percentage of doctors are rehabilitation minded.

Turning to the problem of necessary personnel for the operation of any rehabilitation program, Dr. Warner said that it

was important to make maximum use of part-time employees in voluntary agencies. He also felt it would be cheaper and more efficient not to have too many full-time employees paid by governments. In the medical field, he recommended the maximum use of doctors on a part-time, fee-for-service basis. Any rehabilitation program should be closely associated with the colleges, Dr. Warner said. At present there is a need for people with post-graduate university training in rehabilitation work, and the universities would have a beneficial effect on the program and provide useful service.

There are two minimum steps which should be taken now, Dr. Warner felt. Rehabilitation sections should be set up in active treatment hospitals; and community rehabilitation centres established. These community centres could serve to co-ordinate rehabilitation work in the community, and to direct patients to specialists. They could also maintain continuing records, and provide necessary follow-up and checks, Dr. Warner said. In conjunction with these activities, an education program aimed at industry could be conducted. This program could begin on a relatively simple level, he said.

From his remarks, Dr. Warner drew three basic conclusions:—

1. Medical rehabilitation is the cornerstone of any rehabilitation program.

2. Teamwork is one of the essentials of such a program if it is to be successful.

3. The maximum utilization of part-time help in voluntary agencies will be a necessary adjunct of the program.

In a brief discussion which followed Dr. Warner's address, Dr. J. P. Meakins suggested that it is necessary to drop the idea of building more and more convalescent homes. He stressed the value of a dynamic approach aimed at restoring the disabled to useful lives as soon as possible. To do this, it is necessary to begin the rehabilitation process as soon as possible. Dr. Meakins also urged that greater attention be paid to utilizing preventive medicine in regard to the problems of the ageing process. He said that if some objective were found for these people, many of the economic and social hazards of ageing would be eliminated.

Special Placement of Handicapped Persons Mr. H. C. Hudson

Mr. H. C. Hudson, Supervisor of Special Placements of the National Employment Service, Unemployment Insurance Commission, spoke on the work of the Employment Service in placing handicapped workers.*

"During the past five years, it has been proven definitely that the disabled can compete in normal labour markets and work with full efficiency, without endangering their own safety or that of others, and with profit not only to the disabled person but to the employer and the community alike," Mr. Hudson said.

In special placement work there are two main points to be kept in mind:—

1. the individual must be considered as an individual in relation to the demands of individual job requirements;

2. emphasis must be placed on the individual's abilities and not on his disabilities.

There are at present three main placement services available to disabled persons seeking employment in Canada. These are the field staffs of Workmen's Compensation Boards; voluntary agencies working on behalf of groups with specific handicaps; and the National Employment Service. Mr. Hudson said that experience gained by these agencies has shown that "on the average, the injured workman can be placed in employment at wages equal to, or even higher than his earnings prior to the accident which caused his disability."

Mr. Hudson, describing the close liaison which the Employment Service maintained with other groups interested in the successful placement of the handicapped said, "... these organizations give tangible assistance in providing disabled persons with counselling, with prosthetic appliances and not infrequently, with actual opportunities for employment. They also render an invaluable service in keeping the problem of the placement of the handicapped prominently before the community as a whole, and in this way render a most useful service in the field of public relations."

The National Employment Service has the widest geographical coverage. "In the field of placement of the handicapped," Mr. Hudson told the Conference, Special Placements Officers confine their activities to those persons, "who, on account of injury or disease of a character which is likely to last for more than six months, or on account of congenital condition, are substantially handicapped in obtaining or keeping employment of a kind generally suited to their age, previous experience, and qualifications."

Mr. Hudson said that in choosing Special Placements Officers, every effort is made to choose people who have a genuine interest

* For a detailed account of N.E.S. work see L. G. June 1950, pp. 801-806.



Vocational training plays an important part in the rehabilitation of disabled veterans at Sunnybrook Military Hospital in Toronto. Delegates to the National Conference on Rehabilitation, are shown above, inspecting the work of one of the patients.

in the problems facing the disabled. Training for this work, is a combination of formal and on-the-job training. These officers are also encouraged to maintain a close working alliance "with all agencies in the community . . . engaged in any phase of rehabilitation work." In particular, close co-operation is maintained with the Department of Veterans Affairs; and of 11,382 placements of handicapped in 1949, approximately one-half were disabled veterans, the speaker said.

There are still gaps to be filled in the Employment Service, Mr. Hudson said. Outlining these gaps he said: "in the five provinces bordering on the Atlantic and Pacific oceans, we have at present less than two dozen men and women engaged in what we call Special Placements activities, and some of these officers have responsibilities towards entry applicants as well as the placement of the handicapped. As a matter of fact in the whole of Canada,

although there are 181 offices in the entire employment chain, only 32 offices now have full time special placements staff. This specialized service should, accordingly, be expanded to possibly 75 other offices in smaller centres."

Mr. Hudson stressed several factors important to effective placement of the handicapped. The placement officer must first have a thorough understanding of the applicant's training, background, and physical capacities; handicapped persons must then be approached on an individual basis, and once the placement is made, continuous follow-up must be maintained. He pointed out the difficulty of laying down any specific rules as to the frequency of follow-up visits, but suggested two to three visits in subsequent months to see that the employee is satisfied, and that the man is well adjusted to his job. In closing, Mr. Hudson said that there must be more training facilities provided for rehabilitation workers.

Vocational Guidance and Counselling and the Training Process

Mr. Edward Dunlop

Mr. Edward Dunlop, Executive Secretary of the Canadian Arthritis and Rheumatism Society, spoke on the various phases of guidance, counselling, and training of the handicapped. He defined vocational guidance as a process of assisting the disabled to choose, prepare for and successfully enter employment fields. The guidance worker must not attempt to tell people what they should do, Mr. Dunlop said; but rather attempt to help the disabled reach a sound decision as to their vocational objective.

Vocational training must be part of any plan for the attainment of a suitable job objective. Mr. Dunlop said that many of the facilities presently existing could be used for this purpose. For example, DVA has made use of existing training schools, with little change or modification. However, while these facilities were available for rehabilitation work, they were of little use if not fully utilized, Mr. Dunlop said. He suggested that the provision of living and other allowances would increase the use made of them for this purpose.

"We may safely assume that between 100,000 and 150,000 disabled Canadians need rehabilitation," the speaker said. Canada needs a rehabilitation program and the opportunity for emancipation from the effects of injury should be regarded as "a fundamental right of citizenship," Mr. Dunlop told the Conference.

In his own opinion, surveys could not adequately establish the extent to which rehabilitatoin services are a need, Mr. Dunlop said. He proposed that the specifications of a minimum standard of services be decided upon, and that all interested groups, federal, provincial, and voluntary, should participate. "... I suggest the adoption of a frankly empirical approach. On the basis of a reasoned estimate of the numbers requiring service, the necessary rehabilitation facilities should be created... On this empirical basis, I suggest that provision be made at the outset sufficient for the rehabilitation of 15,000 disabled Canadians annually," Mr. Dunlop said.

The basic unit in such a program would be a provincial rehabilitation agency, authorized to provide all phases of a rehabilitation program. Mr. Dunlop said "constitutional considerations dictate, and practical considerations make it desirable, that the agency providing the basic rehabilitation services be operated by provincial governments." However, federal participation was essential to the success of

such a plan, he said, and he recommended grants-in-aid, and conditional grants, as the best form of federal help.

Guidance would be closely related to all phases of the program. While there is a lack of trained guidance personnel, Mr. Dunlop warned that this lack should not be allowed to retard the program. Much of this personnel training could be performed on the job, he said.

Mr. E. J. Taylor

Mr. E. J. Taylor, of the staff of the *New York Times*, and Instructor in Physical Medicine and Rehabilitation at New York University, addressed the dinner meeting of the Conference. The Hon. Paul Martin welcomed the speaker to the Conference and briefly described Mr. Taylor's experience in the rehabilitation field. Mr. Martin said he felt the Conference had been a success and would produce notable results. All the eleven governments and the voluntary organizations would have responsibilities in any program formulated by the delegates, Mr. Martin said.

Mr. Taylor opened his remarks by calling attention to the current state of world affairs. It is necessary that the free countries remain strong, he said. One of the most important weapons in building a strong, free world would be the production potential of the United States. Manpower would therefore assume a role of increasing importance, and even now the United States' manpower situation was tightening, Mr. Taylor said. The United States would have to balance any manpower superiority possessed by a potential enemy with superior productive capacity.

As the available supply of manpower becomes more limited, there are three ancillary sources which could be utilized, he said. These are women, older workers, and the disabled. The greatest possible utilization of these sources is of utmost importance, the speaker said.

Praising the work of women who had come out of their homes to engage in war work during World War II, Mr. Taylor said the present situation was different. An actual state of war existed at that time, and the crisis was not in the nature of a long and uncertain cold war. Mr. Taylor stressed that it would not be right to take women out of their homes for a long unspecified time. It will be necessary he said to utilize the abilities of older workers and the disabled to a greater extent.

Mr. Taylor said that from the industrial viewpoint, few people are completely fit physically. Less than ten per cent of the working force are physically able to per-

form all types of work, and in addition, at least ten per cent have some impairments. A study recently made in Sweden indicated that there is actually some type of work within the abilities of practically everyone, he said.

It is impossible to know how many disabled there are in the United States, Mr. Taylor said, because it is not possible to define what handicap is. The only method of estimating the number of disabled is by sampling. Estimating that there were about 28 million people in the United States possessing some form of chronic disability, Mr. Taylor said that probably 2 to 3 million of these required specialized rehabilitation services.

Mr. Taylor mentioned some essential factors which must be borne in mind with regard to the disabled. These are:—

Physical disability is not an impairment if there is correct placement;

The overcompensated skills possessed by the disabled help to even up any differences between handicapped and non-handicapped;

The handicapped have the advantage of greater motivation in attaining their objective.

Better placement is essential.

Rehabilitation is essentially an effort to provide training and help, so that the

disabled person can live as effectively as possible with the abilities that he has left, Mr. Taylor said. He urged that people consider the ability rather than the disability.

Doctors in the field of physical medicine have become greatly interested in rehabilitation, especially as a result of the work done with veterans, Mr. Taylor said. The medical profession is now treating each of these people as an individual problem. One very good feature of this new interest has been the increase in training facilities for doctors in the field of physical medicine. There are now 15 or 16 American medical schools giving training in this field, as compared to only 3 a few years ago. Mr. Taylor stressed that medicine is the key to the problem of rehabilitation.

Noting that age levels were becoming higher as medicine and science advanced, he said that chronic disabilities also increase as the death rate decreases, and thus a rehabilitation program becomes more essential.

Closing his remarks, Mr. Taylor said that while adequate physical facilities are necessary, we should make greater efforts in rebuilding the abilities of people. Institutions, he said, are not needed as much as good rehabilitation.

Decisions of the Conference

Working Committees

Following the opening speeches, the Conference was divided into two working committees. The committee on "Medical Rehabilitation in Canada" was under the chairmanship of Dr. J. P. Meakins, representing the Association of Canadian Universities. The second committee, on "Vocational Guidance, Training and Placement," was under the chairmanship of Dr. G. Fred McNally, representing the National Advisory Council of Vocational Education.

The reports of these two committees were subsequently adopted by the Conference in plenary session. Together with a few other resolutions approved by the Conference, they constitute a record of the views of the delegates as to the setting up of a rehabilitation program in Canada.

Summary of Conference Decisions

The Conference recommended the establishment of a civilian rehabilitation program, which would provide services comparable to those now received by veterans.

This program would be a co-ordinated undertaking of all governments and voluntary agencies.

To provide the necessary degree of co-ordination and integration of services it was recommended that a National Advisory Committee be set up, and that the Federal Government appoint a National Co-ordinator of Rehabilitation. The duties of the proposed Co-ordinator would include those of secretary to the Committee, and general administrative functions in connection with its operation.

A resolution of the Vocational Guidance Committee recommended that government, labour and employer organizations, encourage the practice, adopted by some employees, of providing jobs for the handicapped. It was further suggested that more widespread training programs for the handicapped be instituted.

The Conference also recommended that the definition of medical rehabilitation should include "all physical and psychological factors which contribute to the restoration of the individual." The Medical

Committee resolutions defined in detail the role the physician should play in any rehabilitation program, and described the necessary facilities and training required for such a program.

Report of the Committee on Vocational Guidance

The report of the Vocational Guidance, Training and Placement Committee was presented by Dr. McNally, the Committee Chairman. The Conference adopted the report as a resolution. The resolution said:—

1. Feeling that the need is evident, this Conference wishes to record its conviction that there should be established forthwith a Canadian Rehabilitation Program for Handicapped Citizens, to be as adequate to the need as is the program of the Federal Government in the interests of the veterans.

2. The Conference recommends that in the establishment of such a Canadian Rehabilitation Program, the following principles to be observed:

- (I) That the close co-ordination of effort through the Federal and Provincial Governments, as well as the efforts of all voluntary and private organizations interested, be enlisted in the program;
- (II) That throughout there be recognized the necessity for integration and close co-ordination of the several phases of rehabilitation—medical care, vocational guidance and counselling and employment placement;
- (III) That the practice of some employers, of making special efforts to accommodate handicapped persons within their employ in suitable positions, be strongly endorsed; and that by bringing this matter to the attention of government agencies, employers' and workers' organizations, an effort be made to encourage all industry to give careful and sympathetic consideration to the fitting of handicapped workers into employment vacancies suitable to their abilities and needs;
- (IV) That the recommendations of the International Labour Conference on Vocational Training (1950) quoted on page IV-58 *et seq.* of the volume "Background Data for the National Conference on Rehabilitation" be endorsed, and as well, the recommendations under the Montreal Plan, appearing at page V-11 *et seq.* of the same volume;
- (V) That Canada should declare each year one week to be "Employ the Physically Handicapped Week", with the dates to coincide with those of a similar week adopted in the United States, in order to focus public attention on the possibilities of employment of the handicapped;
- (VI) That, recognizing the great worth of all measures to obviate accident and diseases, public attention should be called from time to time to the

importance of the work being performed by those agencies or organizations having for their objective the prevention of accidents or the promotion of sound health.

3. Having regard to the administrative necessities of inaugurating and prosecuting a program as now endorsed the Conference recommends:

- (I) That efforts be made to effect agreement between the federal and provincial authorities, to the end that it shall be possible for handicapped persons to obtain such training as may appear appropriate and suitable, and that adequate allowances may be available to handicapped trainees during training;
- (II) That the Federal Government be requested to study the present adequacy of personnel and physical arrangements for interviewing and placing handicapped workers through the National Employment Service, with a view to ensuring that personnel shall be trained especially for their exacting duties, and that each local office, where the need be indicated, shall offer appropriate placement facilities for the handicapped;
- (III) That all staff members associated with the Rehabilitation Program shall receive appropriate and adequate training;
- (IV) That the formation of Provincial and Community Councils, to co-ordinate rehabilitation activities within the respective area, be given every encouragement;
- (V) That the Government be requested to make available a sufficient number of copies of the volume of "Background Data", in order that copies may be provided to interested organizations in reasonable quantities, as the book contains very valuable material.

Report of the Committee on Medical Rehabilitation

The Committee on Medical Rehabilitation presented two reports to the Conference for its consideration. The first was a report of a medical sub-committee and the second the main report of the Committee itself, including resolutions. The Committee was of the opinion that it was necessary and advisable to pronounce general principles or concepts which should, in part at least, govern a rehabilitation program and in particular the medical side of such a program. The medical sub-committee of this Committee, made up of Doctors E. H. Botterell, Hoyle T. Campbell, Campbell Gardner, F. D. Mott, and K. C. Charron, arranged certain principles and concepts which were submitted as a report to the Committee on Medical Rehabilitation.

An agenda prepared for the use of the Medical Committee contained several defi-

nitions and ideas for the committee's use. Rehabilitation was defined as the restoration to a former capacity. This would be achieved by a process described as "the inter-relation of services needed for the successful establishment of disabled persons . . . which is to develop and restore the disabled individual to the fullest physical, mental, psychosocial, vocational and economic usefulness of which he is capable, within the restrictions inherent in his environment."

Report of Medical Sub-committee

The sub-committee believes that two of the absolute essentials of rehabilitation are:—

- (1) The patient and the doctor must be convinced that rehabilitation is necessary and possible.
- (2) An accurate assessment of the patient's medical state is necessary so that rehabilitation will not be wasted.

In order to simplify the problem of assessment, we suggest that illness might be divided into four categories:

- (a) Those simple ailments which require no rehabilitation and following which the patient may return directly to his former occupation, e.g., an uncomplicated appendectomy.

(b) Those ailments associated with old age or occurring in the aged where it is obviously hopeless to expect any form of rehabilitation to fit the patient for future service to the community and therefore these patients can also return home and do not require rehabilitation.

(c) Those special problems which are of such magnitude as to require a special unit for their adequate rehabilitation —(blindness, paraplegia, tuberculosis, mental illness, arthritis of certain types, some varieties of deafness, spastic paralysis in the adult and other such conditions.

(d) All the remaining patients who are admitted to hospital.

It is obvious that some patients will be difficult to categorize and one group may merge into another. Our first duty would appear to be to train the medical and associated professions to adequately perform these functions.

Rehabilitation consists largely of motivating the patient and should start as soon as possible after commencement of his illness. We suggest that the responsibility for the patient's rehabilitation rests primarily with the attending physician or surgeon. However, full use should be made of specialists, such as orthopaedic surgeons, physiatrists and others, and when called in they should assume joint responsibility with the patient's



Adequate therapeutic treatment, under continuous medical supervision, is an essential of successful rehabilitation. The picture shows a patient receiving whirlpool bath treatment at the Rehabilitation Centre of the Quebec Workmen's Compensation Board in Montreal.

own doctor. It is the duty of the university and teaching hospitals to present this concept in their teaching.

This problem might be simplified by presenting it as follows:—

- I. Rehabilitation in University Centres.
 - (a) Teaching general hospitals.
 - (b) Special Rehabilitation Centres.
- II. Large General Hospitals (non-teaching) and Regional Units.
- III. Small Hospitals.
- IV. Special Disabilities.
- V. Children.

I. Rehabilitation in University Centres.—It is recommended that rehabilitation units be established first in university teaching general hospitals. In addition, in order that this process may be carried out economically and efficiently, it would seem wise to construct in close proximity to the teaching general hospital and within its organizational framework, a unit or units which can continue the process either on an in-patient or an out-patient basis.

Should the patient then require prolonged hospitalization for purposes of retraining and rehabilitation, he may be transferred to one of these specially designed lower cost hospital beds, following which he will be referred to the out-patient department and followed there.

The concept of rehabilitation in teaching general hospitals as outlined above, in addition to providing the best possible facilities to rehabilitate the patient, is designed to train the medical and allied professions in the field of rehabilitation so that doctors, nurses, occupational and physical therapists, social workers, and others who go out into the community will further these aims.

In addition, following the institution of the above, we recommend the provision of a special unit associated with the university and available to all hospitals within its orbit, designed primarily to deal with the following problems:—

- i. The long term group of patients.
- ii. Geriatric problems which require rehabilitation.
- iii. The severely disfigured.

II. Large General Hospitals and Regional Units.—The principles and resources in rehabilitation, similar to those described in a teaching general hospital, are necessary for this type of hospital, with the special personnel and facilities required for teaching excluded. This type of unit might be established also on a geographical basis throughout the country to serve populous regions. This regional unit should be associated with a hospital, and available not only to its staff but to the general practitioners in the area. The administration of this centre should be arranged so as to offer every facility and co-operation to the general practitioner.

III. Small Hospitals.—For the small hospital we would urge the creation of a section of physical medicine with whatever resources may become available and, in particular, the employment of a qualified occupational physical therapist under the direction of the medical board of the hospital.

IV. Special Disabilities.—These disabilities include blindness, paraplegia, tuberculosis, mental illness, arthritis, of certain types, some varieties of deafness, spastic paralysis in the adult and other such conditions.

We recommend that the existing special organizations and centres that have been evolved for the treatment of these profound disabilities, should be used to the maximum and where possible every effort should be made to avoid duplication of existing resources where they can be utilized for other allied disabilities. In certain circumstances it might be necessary to provide new facilities.

V. Children.—The same principles which have been outlined above, for the rehabilitation of adults, apply to children, with special emphasis on education and other details applicable to the young.

It was moved, seconded, and carried that the Conference receive, with its thanks and appreciation, the report of the sub-committee as approved by the Committee on Medical Rehabilitation and that the full report be incorporated in the proceedings of the Conference. It was further agreed that while limitations of time did not permit of detailed consideration of all the points raised in the report, the Conference should go on record as giving its specific approval to the section of the report marked 1 (a) and (b) Rehabilitation in University Centres.

Resolutions on Medical Rehabilitation

1. It was moved, seconded, and carried that the Conference go on record as approving the following:—

(a) The definition of medical rehabilitation includes all those physical and psychological factors which contribute to the restoration of the individual. These factors include diagnosis, treatment and medical evaluation in relation to his previous status, other skills or occupations in order to prepare him physically, mentally, socially and vocationally for the fullest possible life compatible with his abilities and disabilities.

(b) A primary concept of any rehabilitation program must be the provision of adequate preventive and curative services for children with congenital or acquired disabilities. Some of the major points for consideration are:

i. Appropriate methods to insure early location and specialist diagnosis.

ii. Adequate facilities for preventive measures and a complete treatment program which considers the child as a member of a family and the community.

2. It was moved, seconded, and carried that there should be medical supervision in vocational training, selective placement and employment and in the follow-up of employed and unemployed rehabilitants.

3. It was moved, seconded, and carried that:

(a) The training of physicians, surgeons and specialists should include an appreciation of rehabilitation evaluation and methods; that the training of physiotherapists, occupational therapists, social workers, public health nurses, etc., should include objective methods and appreciation that rehabilitation is team work to restore the injured and crippled to maximum physical and psychological status.

(b) The term "status" in its present function means all useful work under the following categories:

(i) placement in competitive employment,

- (ii) selective placement,
- (iii) sheltered employment,
- (iv) home duties and activities and/or self-care and services for children.

4. It was moved, seconded, and carried that ways and means, particularly in the way of bursaries, be made available for the further training of undergraduates and graduates of those professional disciplines concerned with rehabilitation.

5. It was moved, seconded, and carried that financial assistance through the Federal Hospital Construction Grant should be made available for the construction and equipping of special rehabilitation facilities including rehabilitation centres.

6. It was moved, seconded, and carried that:

(a) The medical profession has a responsibility for the prescription of, standards of, and supervision and training in the use of prostheses.

(b) Whereas prostheses are a necessary part of treatment, provision of prosthetic appliances should be considered an integral part of medical treatment and where necessary they should be supplied from public funds. Prostheses include any type of appliance or aid necessary to the rehabilitant.

7. It was moved, seconded, and carried that every effort should be made to co-ordinate medical rehabilitation facilities and other rehabilitation services on local, regional, provincial and national levels.

8. It was moved, seconded, and carried that there should be a federal-provincial program to provide funds on a shareable basis and administered provincially to foster, provide and purchase services as the provincial government sees fit through public, voluntary or other agencies.

9. It was moved, seconded, and carried that the Federal General Public Health and Public Health Research grants be interpreted as covering appropriate research in medical rehabilitation.

10. It was moved, seconded, and carried that sufficient moneys be made available through the National Research Council for fundamental research in rehabilitation.

11. It was moved, seconded, and carried that this Committee go on record as expressing the hope that this Conference would be reconvened annually.

Joint Resolutions

Following the presentation and acceptance of the individual reports and resolutions of the two committees, several joint resolutions, containing Conference recommendations for a Canadian Rehabilitation Program were approved. These resolutions forwarded for consideration by the Federal Cabinet were as follows:—

In order to promote local and provincial activity, in order to effect a reasonable degree of co-ordination among the component parts of the program, and in order to disseminate information in all areas, and otherwise to give leadership at the national level, the Conference recommends:

That the Federal Government be requested to appoint, as a full time Federal Official, a co-ordinator for the Canadian Rehabilitation Program for the Handicapped, together with such secretarial assistance as may be deemed advisable:

That the Federal Government be asked to appoint a National Advisory Committee on the Canadian Rehabilitation Program, to be composed of 35 members as follows:

One member from each Province, to be named after consultation with the Government of the Provinces;

Three members to represent the Federal Government;

Six members to represent various health and welfare voluntary agencies;

Four members to represent the medical and allied professions;

Four members to represent organized employers;

Four members to represent organized workers;

Four additional members to be selected by the Federal Government, some of whom shall represent the Universities, and others those persons or groups of persons especially interested in rehabilitation.

The responsibilities of the Committee shall include:

To elect annually its own officers, and to form an Executive Committee;

To review the recommendations of this Conference and to recommend appropriate action for their implementation;

From time to time to review existing rehabilitation facilities and to recommend steps to be taken for their most effective utilization and for their expansion where necessary;

To recommend preparation and distribution of informational material;

To instruct the Executive Committee on duties to be carried out in the intervals between Committee meetings;

To recommend the establishment of working sub-committees as may seem indicated;

To recommend on the subject of rehabilitation policies generally, whether in relation to Government action or the activities of voluntary agencies.

The duties of the Co-ordinator shall include:

Those of Secretary to the Committee;

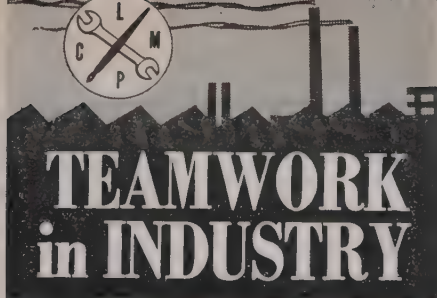
Preparation of materials for meetings of the Committee and the Executive, including any necessary surveys of facilities or operations;

Other duties as assigned.

* * *

Be it resolved that this Conference record appreciation of the fine documentation which was prepared for use by the delegates, entitled "Rehabilitation of Disabled Persons", and request that it be made available in permanent form.

Be it further resolved that, in the view of all delegates, this Conference served a most useful purpose in advancing the cause on rehabilitation and it is the hope that similar conferences may be convened annually.



News of the accomplishments of Canadian Labour-Management Production Committees often travels beyond the country's boundaries. Recently, the Labour-Management Co-operation Service of the Department received a request for literature to assist in the setting up of a labour-management committee in a Wisconsin manufacturing plant. The company learned of the Canadian service, the personnel manager reported, through an official of the U.S. Federal Mediation and Conciliation Service.

Meanwhile, Canadian LMPC's continue to make notable contributions to increased productivity and better labour-management relations. Recent outstanding accomplishments include the following.

LMPC Studies Packaging

A western meat-packing house reports an improvement in the appearance of its meat products since the LMPC gave its attention to this feature. Committee members at the Winnipeg plant of Burns & Co. Limited study, at their twice-monthly meetings, samples of poorly-prepared or badly-packaged products, determine the causes of the defects and how to remedy them, then make known to the workers how to correct the errors. Local 224, United Packinghouse Workers of America (CIO-CCL), participates in this LMPC.

* * *

A Windsor, Ont., committee at its very first meeting, discussed nine suggestions dealing with ways to increase productivity, adopted three immediately and began investigation of the remainder. The committee is that operating in the plant of Phil Wood Industries Ltd., in which Local 195, United Automobile, Aircraft and Agricultural Implement Workers of America (CIO-CCL), is the participating union.

Welding Courses Started

In order to give employees in the finishing trades a second trade, so that they could continue work during slack periods in their own departments, the LMPC at the Collingwood Shipyards Limited suggested that the local collegiate conduct

twice-weekly night classes in welding. The shipyard provided two instructors. A large number of shipyard employees enrolled for the course, also some additional Collingwood residents. Labour representatives on this committee are members of Local 4, Industrial Union of Marine and Shipbuilding Workers (CCL).

* * *

Workers' suggestions at the Port Arthur Shipbuilding Company Limited are examined by the shipyard's LMPC. In its first six months of operations, the LMPC dealt with 106 suggestions, accepting 21 of them. Two of these were of sufficient calibre to be considered for the grand prize which will be presented for the best suggestion of the year. Five unions hold bargaining rights at this shipyard and participate in the LMPC, four AFL craft unions and one CCL union.

LMPC Helps in Production Problems

The St. Catharines, Ont., plant of Monarch Knitting Company Limited was recently faced with the problem of producing, on a limited number of machines, a sufficient quantity of a new line of hosiery to determine market acceptance. The union there—Local 800, Textile Workers' Union of America (CIO-CCL)—agreed to the operation of a continuous shift which keeps the machines operating 160 out of the 168 hours in each week, at the same time retaining the forty-hour week.

The company's industrial relations manager declares that the problem was solved only because of the well-founded mutual understanding developed in the mill by the LMPC. "Understanding is an everyday practice now," the manager explained.

A road machinery manufacturing company at Goderich, Ont., takes pride in the improved orderliness and efficiency resulting from a five-week good housekeeping contest. Judging was done by a three-member joint committee, with one member from management, one from the supervisory staff and one from the shop floor. The company is the Dominion Road Machinery Co. Ltd. The union supporting the LMPC is Lodge 1863, International Association of Machinists (AFL-TLC).

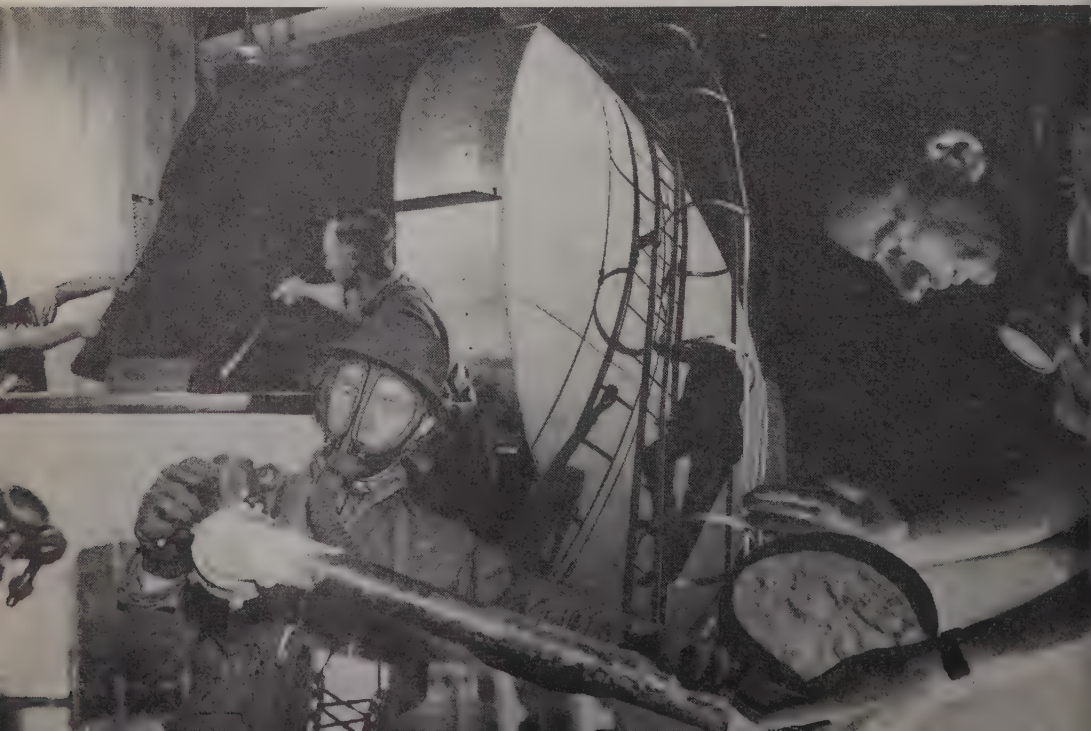
Establishment of Labour-Management Production Committees (LMPC's) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPC's, the Service provides publicity aids in the form of booklets, films and posters.

Collective Agreements in the Chemical Products Industry

Thirteen international unions as well as a number of regional and local unions act on behalf of employees in the Canadian Chemical Products Industry. The Labour Department has record of 113 agreements covering more than a third of the 44,000 workers employed in this industry. Almost all the agreements provide for grievance procedure, seniority, hours of work, wages, overtime, and holidays with pay. Some 83 per cent of the workers are covered by the check-off, but only 18 per cent by other forms of union security.

WORKERS IN THE CHEMICAL PRODUCTS INDUSTRY

Top left—winding cellulose film off a drum before cutting to standard lengths. Bottom left—mask and gloves are necessary to protect this worker from the substance he is handling. Centre—climbing the side of a huge ammonia tank. Right—examining powder used in the manufacture of smoke screens.



An interesting feature of collective bargaining in the Chemical Products Industry is the variety of unions which act as bargaining agents. Previous industries dealt with in this series of *Collective Agreement Studies** have had relatively few unions bargaining for employees. In contrast to this, at least thirteen international unions as well as many local or regional unions act as bargaining agents for workers in the Chemical Products Industry.

Unions formed primarily of chemical workers, including District 50, United Mine Workers of America (CCL), represent somewhat more than fifty per cent of the workers covered by agreements. Many unions which bargain mainly for employees in other industries also organize chemical workers. The diversification of products manufactured and the close association with many other industries to which chemical products are basic is, in part, responsible for the many unions in the industry. This is shown in the extreme by the organization of workers in one paint manufacturing plant by the Painters' and Decorators' union, an organization of construction workers. Other unions have been attracted to chemical plants through geographic proximity; for example, the United Automobile Workers of America (CCL-CIO) bargains for many chemical plants in the Windsor area where large automobile plants are also found.

No individual union holds a majority of the 113 agreements now in force. The largest number is held by the United Mine Workers of America District 50, and the International Chemical Workers' Union (TLC-AFL), each with more than twenty agreements. From five to ten agreements have been negotiated by each of the United Automobile Workers of America, the International Union of Mine, Mill and Smelter Workers (Ind.), and the group of local unions affiliated with the Canadian and Catholic Confederation of Labour. Other unions each hold four contracts or less. Similarly, no one union represents a majority of the 15,000 workers covered by agreements. District 50 of the United Mine Workers of America and the International Chemical Workers' Union each represents approximately one-fifth of the total number.

Approximately 44,000 workers are employed in the Canadian Chemical Products Industry. Workers are employed in plants producing basic chemicals or semi-finished chemicals or finished chemicals. Basic chemicals are produced on a large scale and include such products as acids, alkalis, salts, and organic chemicals. Semi-finished chemicals such as plastic materials, crude animal and vegetable oils, dry colours, and pigments undergo further processing in other industries. Finished or fine chemicals, used directly by consumers, include a large variety of products such as paints, medicines, soaps, matches, toilet preparations and photographic materials.

In contrast with the relatively standardized agreements of highly integrated industries in which single unions predominate, contract terms in the chemical industry, bargained by many unions, show considerable variance. In the sections of this article which follow, individual clauses of the contracts are discussed and their incidence shown in accompanying tables.

It should be recognized that in each case the contracts, with few exceptions, apply to all production workers of non-supervisory rank in a single plant. Multi-plant contracts are seldom found.

Duration of Agreements

Employers and employees are usually bound to agreement provisions for a period of one year. Only four contracts have been bargained for a longer term. The majority are automatically renewable from year to year unless the company or the union serves notice to the contrary within a specified time before the expiry date. A lesser number may be renewed from year to year subject to negotiation as illustrated by the following example:

(b) Either party may on ten (10) clear days' notice in writing require the other party to enter into negotiations for the renewal of the agreement within the period of two (2) months prior to the expiry date and both parties shall thereupon enter into such negotiations in good faith and make every reasonable effort to secure such renewal.

(c) The party giving the notice in accordance with clause (b) hereof shall at the same time as such notice is issued, and the party receiving the notice shall within ten (10) days of its receipt of such notice, respectively, present to the other party in writing any proposed modifications or revisions of this agreement.

* Collective Agreement Study No. 15.

A few agreements provide that, should the contract be renewed, it will remain effective indefinitely subject to a required number of days' notice. That is, a renewed contract may be terminated or modified at any time so long as the party desiring a change gives the stipulated notice.

For their duration, the bulk of agreements disallow strikes and lockouts and many give employers the right to discipline, by discharge or other means, employees who take part in such strikes. A further clause respecting strikes, found in approximately eleven per cent of the agreements, provides that, should a strike occur despite the contract prohibition, certain operations necessary for the safety and protection of company property will be continued. Ten contracts covering relatively small bargaining units do not contain a "no-stoppage" clause.

Grievance Procedure

All but two of the contracts establish procedures for dealing with grievances which may arise during the term of the agreement. Complaints may usually be carried through various levels of negotiation normally commencing with the immediate supervisor and ending with executive officers of a company. Time limits are frequently set for discussion at each step. Should these negotiations fail, one-hundred of the agreements provide for final and binding settlement through arbitration. Statistical data relative to grievance handling is shown in Table I.

Many contracts stipulate the number of union stewards to be recognized for purposes of the grievance procedure as well as the composition of the grievance committee. Others apparently leave such matters to the union since employee representatives are mentioned only in connection with the part they play at the various grievance stages. Approximately one-half of the agreements covering a like proportion of the workers under contract permit officers of the union, not necessarily plant employees, to assist in grievance adjustment. These may not usually be called upon until a complaint has reached negotiations between the union grievance committee and higher officials of the company concerned. Although union representatives are usually designated to act on behalf of employees in regard to grievances, thirty-eight contracts provide that any employee may take a complaint through the grievance procedure without union assistance if he desires.

Arbitration is the final step in the grievance procedure and is resorted to only

after a complaint has progressed through all prior steps without a mutually acceptable solution having been attained. Arbitration decisions are to be final and binding on all parties to a contract.

In most agreements arbitration boards are to consist of three members, one representative of the union, one of the company, and a chairman to be agreed upon by these appointees. The union and the company representatives are to be appointed within a stated number of days and if they fail to agree upon a chairman within a time limit, the third party is to be named in most instances by the appropriate provincial Minister of Labour. A small number of contracts provide for the appointment of an impartial umpire to arbitrate disputes. Like the selection of a board chairman, if the company and the union cannot agree on an umpire, the services of a third party are called upon. Arbitration machinery is not detailed in the clauses of a minor number of agreements.

Any dissatisfaction with working conditions may constitute a grievance under the majority of agreements. The following clause is an example of a broad definition of disputes subject to the grievance procedure:—

Any dispute, grievance or misunderstanding involving occupational classifications, wages, seniority, hours or other working conditions which any employees or group of employees may desire to discuss and adjust with the Company shall be handled as follows.

Other contracts apparently limit the scope of the grievance procedure to disputes involving interpretation or application of contract terms as exemplified by the following clause:—

Any dispute, grievance, or misunderstanding arising out of the interpretation or application of any of the terms of this agreement, which any employee or group of employees may desire to discuss, and adjust with the Company, shall be handled as hereinafter set forth.

No reference is made to the categories of complaints which may be classed as grievances in a substantial proportion of the contracts. It should be noted, however, that among contracts which do not specify the classes of disputes which may be taken up as a grievance or which specify that a broad range of disputes relative to working conditions may constitute grievances, the majority limit the powers of the arbitrators by requiring that their decisions conform to the terms of the contract. A sample clause of this type states:—

In arriving at a decision, the Arbitration Board shall not in any way change, add to or disregard any of the provisions of this contract.

In certain disputes some deflection from the standard contract grievance procedure is permitted under many contracts. Differences arising directly between the company and the union are subject to negotiation between the parties themselves, without resort to various grievance stages, before referral to arbitration. A relatively small number of contracts do not refer to differences arising directly between the company and the union but provide for the lodging of grievances by the companies through the regular channels, omitting certain of the preliminary steps.

Contracts do not generally dictate terms of settlement in adjusting grievances. But a substantial proportion establish the principle of reinstatement with back pay for employees found to have been unjustly discharged. Most of these state that in such circumstances employees must be returned to their former jobs without loss of pay. The remainder stipulate that the question of back pay is to be considered as part of the grievance. To constitute a grievance a discharge must be taken up within a time limit prescribed in the contract.

Grievances settled in favour of employees which result in pay increases must apply retroactively in a small proportion of the contracts analysed, usually to the date the complaint was presented in writing.

The question of pay for employees engaged in grievance handling during working hours is considered in the majority of chemical agreements and none expressly state that such will not be paid time. Generally, designated employees are to be allowed "reasonable time off" without loss of pay for purposes of processing complaints, provided permission is obtained from immediate supervisors. Reasonable time is defined in a number of contracts, for example, one hour per day or five hours per week.

Union Security

The great bulk of employees in organized chemical plants (as indicated in Table II) are not required to become union members. Under only six contracts is a standard union shop established. Approximately twice this number of contracts applying to small bargaining units establish a modified union shop requiring employees hired subsequent to the contract's effective date to join the union and employee members at the effective date to remain so for the life of the agreement. Maintenance of membership is found by itself in ten contracts. These clauses provide that, although no

employee is required to join, employees who do join the union must continue their membership.

Union members may voluntarily subscribe to a check-off of union dues as detailed in the greater proportion of contracts. Both the revokable and the irrevocable types of dues deduction are found fairly evenly throughout these agreements. In addition, a compulsory check-off, applicable to all eligible employees, is prescribed in a few contracts, most of which also are union shop agreements.

Seniority

Newly hired workers are considered probationary employees under most seniority provisions and during the probationary months these employees have no seniority. Usually employers are free to dismiss, transfer or otherwise direct probationers without violating any clause of a contract subject, of course, to the rights of employees having seniority. On completion of the probationary term employees acquire full seniority status (see Table III).

Seniority may be established on a plant-wide basis, on a departmental basis, or on a combination of the two. Most agreements specify the plant-wide type although, on the basis of workers covered, combined plant and department seniority is the more important. Most of the contracts examined cover small bargaining units of 100 employees or less and plant seniority is generally found in this group. Combined plant and department seniority is normally found in larger bargaining units having more distinct departmental divisions.

Consideration of the seniority standing of individuals is called for in layoffs, rehiring, promotions, and in the scheduling of annual vacations. Seldom is seniority the sole consideration in layoffs, rehiring and promotions, individual skills and abilities being also considered. In fact, only when skills and abilities are relatively equal does seniority become the prime factor.

As shown in Table III, the number of contracts which contain clauses covering rehiring is small in proportion to the number establishing rules for layoffs. It seems reasonable to assume, however, that where staffs are increased after a slack period, laid-off employees would be rehired, their seniority being taken into account.

Details of the application of seniority principles are, in general, not extensively covered. Few agreements set out a definite order of procedure to be followed in laying off and rehiring. Nor is the part played

by both departmental and plant-wide seniority always made clear in units which combine the two types of seniority, although more than one-half of these specify that in layoffs plant seniority governs while promotions are to be conducted on a departmental basis. A few specify only the manner in which one of the types is to be applied. A super-seniority clause found in some agreements states that plant officers of locals are to be retained in employment during periods of layoff despite a lack of seniority.

Almost all agreements under which department seniority only is in operation make provision concerning the seniority of employees transferred between departments. An employee's seniority may be immediately transferred to his new department or may be retained in his former department for a limited period. Occasionally a clause is found which states that a transferred employee's seniority will be retained indefinitely in his former department. Among units in which combined seniority is in practice, about one-half discuss transfers. The predominant clause stipulates that seniority will be retained in the former department for a time, most frequently three months.

With regard to promotions, a fairly common provision requires employers to post notices of vacancies some days in advance. During this period, frequently five days, employees may bid for vacant jobs which are to be filled, if possible, from among the applicants. Only a few contracts make it mandatory that promoted employees be allowed a qualifying trial period on new jobs.

Leaves of absence without loss of seniority will be granted under terms of most agreements as indicated in Table III. The necessity of attending union conferences and of taking part in other union affairs gives rise to a leave of absence clause in sixty-two agreements. Such provisions normally permit two or three employees "reasonable time off" during a year for such purposes. A total of four days ranging upwards to three months is held to be reasonable under contracts which limit the time, two or four weeks being most common. Depending on individual agreements, the number of employees who may obtain such leave at any one time is two, three or five. Employees designated for permanent union jobs are to be granted leave for the duration of the contract under a clause found in sixteen agreements.

Agreements which make provision for personal leaves of absence usually state in

effect that employees may obtain reasonable leave for justifiable reason upon written application. Only a few mention time limits which will usually be extended if the leave request is made on account of illness.

Actions that will result in loss of seniority are discussed in many contracts. Termination of employment by quit or discharge, absence without permission for a stated number of days and failure to return, or to acknowledge receipt of notice to return, within a specified time after a layoff are common reasons for striking employees from seniority rosters. In addition, employees who remain continuously laid off for a longer period than that specified in the contract lose their previously accumulated seniority. Most commonly the continuous period of layoff during which seniority will be retained is one year. In other contracts the time ranges from six to eighteen months.

Hours of Work

As will be noted from the accompanying Table IV, weekly hours of work vary considerably among chemical agreements. Work weeks of forty, forty-four, forty-five and forty-eight hours are common. Similarly weekly work days of five, five and one-half and six are frequent, five being in the majority. While the five-day week is standard in most agreements and for the majority of workers covered by agreements, weekly hours of more than forty predominate, forty-four or forty-five hours constituting the normal work week for the greater proportion of employees and in the greater proportion of contracts.

Wage Rates

Payment by the hour is the normal method of remuneration, and rates for the various classifications of labour are detailed in the vast majority of contracts. It is not uncommon for newly hired employees to be paid somewhat less than standard rates, but after a period ranging from one to six months standard job rates are applicable. Progressive increases to the job rate become common where the beginner period is longer than three months.

Wage rates established by agreement normally remain in effect for the duration of contracts. Only a small proportion of workers are covered by contracts which permit a general rate adjustment during the contract term. Another small group are entitled to bonuses above standard wages through an "escalator" clause based on the official cost-of-living index.

Only a few contracts make specific provision for adjusting rates when employees

are required to work in more than one job classification during a shift. In such circumstances the standard job rate becomes the rate for the highest paid operation performed, a complete shift to be paid for at that rate. Eight contracts covering 1,207 workers contain a provision of this nature.

A variety of clauses (Table V) were found dealing with wage rates to be paid on transfer. Rate adjustments for employees transferred temporarily to either a higher or lower paid job, found in thirty-two agreements, stipulate that on temporary transfer to a higher rated job an employee must be paid the higher rate. On the other hand, on temporary transfer to a lower rated job, the old job rate is to apply in practically all of these contracts. Twelve, among the same agreements, deal with rate adjustment on permanent transfer. Most frequently, the rate for the job to which an employee is transferred is to apply, although a few require that on permanent transfer to a lower rated job, an employee's previous rate will be paid for a short period.

A small number of transfer clauses do not differentiate between temporary and permanent transfers. Clauses of this nature state that if an employee is required to work on a lower rated job he must be reclassified within a limited time. These clauses vary where the transfer is to a higher rated job, some requiring the higher rate to be paid immediately, others requiring that an employee be reclassified after a period of the same length as that applicable to transfers to lower paid classifications.

The continuous nature of many processes in chemical manufacturing necessitates operation on a shift basis in much of the industry. More than two-thirds of the contracts analysed make reference to shift operation and it is evident that in the majority of these, three shifts in twenty-four hours are worked. Employees assigned to afternoon and night shifts usually receive a bonus in addition to basic job rates. Although the amount varies, five cents per hour is common. Shift provisions may call for a larger bonus for third shift hours than for second. In the fourteen clauses of this type the bonus for the second shift ranges between three cents and five cents and for the third between five and ten cents (see Table VI).

In two circumstances employees are guaranteed a minimum number of hours pay even though they may not have worked that number of hours. First, employees in approximately fifty per cent of the bargaining units, who report for work at

the regular time are guaranteed a minimum number of hours of work, or pay for that number of hours, if dismissed for the day for reasons beyond their control. The most frequently found clause in this category sets the minimum at four hours (Table VII). Second, about two-thirds of the employees under agreement are covered by a minimum pay allowance if called to work after having been sent home for that day. Clauses of this nature commonly state that overtime rates will apply with a minimum guarantee of three, four or five hours at the straight time rate or from one and one-half to four hours at the overtime rate depending on the individual agreement.

Overtime and Weekend Premiums

Practically all employees covered by agreements receive premium rates for overtime work. Time and one-half must be paid for hours worked beyond scheduled hours in any day and beyond standard weekly hours in any week under the largest number of contracts, a number of which add a clause stating that overtime rates will not be paid on both bases for the same hours. A lesser number of contracts, but covering a larger proportion of the workers, mention daily overtime but not weekly overtime. In the smallest group, the time and one-half rate is paid only if standard weekly hours are exceeded. In eleven of the contracts allowing time and one-half for overtime, double time applies if a period of overtime exceeds a stipulated number of hours. For example, double time may apply after four hours of overtime work in any day.

Only a few contracts make particular reference to premium rates for Saturday work, or the sixth working day in the week, and these specify that the normal time and one-half overtime rate will apply. A much larger number of agreements deal with rates for Sunday work, or the seventh day, and these divide fairly evenly between time and one-half and double time. The numbers of agreements and the numbers of employees covered by various premium pay provisions are shown in Table VIII.

Rest Periods, Statutory Holidays, Annual Vacations

Daily rest periods receive no consideration in the contracts of the largest proportion of workers. Among contracts which do mention break periods a ten-minute rest twice a day predominates (Table IX).

The number of statutory holidays observed during a year varies from eight downward, although employees in only a small number of bargaining units are entitled to less than

six. It is not uncommon, as is shown in Table IX, for the number of paid holidays to be less than the number of holidays observed. In fact, under a few contracts, it is not stated that any of the days will be paid holidays. Practically all those contracts, under which some or all holidays are not paid for, stipulate that employees required to work on an unpaid holiday will be entitled to premium rates, usually time and one-half. Where all or a portion of the days are paid holidays, premium rates normally apply for work on such days, double time being the predominant rate.

It is notable (Table IX) that contracts covering a substantial portion of chemical workers make no reference to annual vacation periods. This does not mean that employees under these agreements do not receive vacations. In all probability company vacation plans have not been incorporated into the collective bargaining agreements. Furthermore, the plants covered by these agreements are located in provinces which by law require that employees with one year's service be granted a vacation of at least one week.

Among vacation arrangements outlined in contracts, two general types are in evidence, least frequent of which is a uniform vacation arrangement. These provide that employees are entitled to vacations of the same length regardless of individual service. Eligibility is usually obtained after one year of continuous service in line with the requirements of provincial laws and the length of vacation is either one week or two weeks.

The most common type of vacation arrangement is the graduated plan in which the length of a vacation period depends on an employee's service with a company. Seventy-eight of the vacation plans are of this type as compared to eleven uniform plans. Among graduated plans, the majority allow a maximum vacation of two weeks. Employees under a substantial number may qualify for three weeks' vacation annually and rarely is the maximum more than three weeks. Few of the graduated plans allow a vacation of two weeks after one year of service, a third week to be granted after an additional period of employment. An initial vacation of one week after one year's service is the normal arrangement, a second week to be granted after from two to ten years of service depending on individual contracts, two, three, or five years being the most common requirement. Employees covered by agreements which provide a progression to three weeks are required to serve from fifteen to twenty-five

years to qualify for the third week, with the exception of those covered by a small number of contracts which specify five, twenty or twenty-one years. In the small number of agreements providing a greater maximum, employees with twenty-five years' service are entitled to a four weeks' vacation, three weeks having been granted after fifteen years.

Under many contracts, employees who have not qualified for the initial vacation still receive consideration. Contracts often state that employees who have completed the necessary service at a particular date are entitled to a full vacation and employees who have worked for several months but have not attained necessary service standing are to receive a vacation, or pay in lieu of vacation, proportionate to their service. It should be borne in mind that under most provincial laws if an employee terminates his employment during a year he is entitled to vacation pay pro-rated on his employment during the year. This provision applies even though an employee has not completed his first year of employment with a firm.

It is to be noted that in order to qualify for a specific vacation, an employee's service must be continuous. Twenty-four agreements set forth certain service rules, a number extensively, establishing the basis for loss or reduction of vacation periods or vacation pay resulting from non-continuity of service. Wide variance was found among clauses of this nature as the following samples indicate:—

Example I—

An employee shall be deemed to have complied with the requirement above of one year's service with the Company to qualify him for vacation pay if (1) he was in the employ of the Company on the first day of July of the year preceding and (2) within the ensuing fifty-two (52) weeks he shall have performed work at least during forty-three (43) thereof. The same principle shall govern in determining whether an employee has met the requirements of three (3) years' continuous service. Time lost from work by an employee as a result of physical disability covered by the Workmen's Compensation Act shall not be deducted in computing such service credit. Time not exceeding four (4) weeks continuously lost from work by reason of physical disability not covered by the Workmen's Compensation Act shall not be deducted in computing such service credit provided the employee furnishes the Company with proof of such disability and the Company, after investigation, is satisfied that the loss of time was warranted.

Example II—

Continuous or intermittent absence totaling less than three months . . . will not

affect adversely an employee's eligibility for or participation in the Vacation Plan.

(a) In the case of an employee who has not attained eligibility, continuous or intermittent absence totalling three months or more will postpone vacation eligibility for a period equivalent to the absence in excess of three months. Having thus been penalized for absence in excess of three months by postponement of his eligibility date, his participation in the Vacation Plan will not be subject to the further penalty in (b) below.

(b) An employee who has attained vacation eligibility but who has intermittent or continuous absence totalling more than three months during the twelve months preceding his anniversary date of employment will have his next vacation reduced one-twelfth for each month of such accumulated absence in excess of three months. All absences are to be counted but a fraction of a month in the total of all absences will be disregarded when calculating such reduction. The deduction may be made either in vacation pay or in vacation time as mutually agreed upon by the employee and the Management.

In no case in applying the provisions of . . . (a) and (b) above should a statutory vacation (one week or less than one week in the case of terminations) be reduced to less than the applicable statutory vacation or allowance by reason of any authorized absence or absence due to illness.

Example III—

Continuous service means active service without interruption except when due to illness, injury or other authorized absence. The vacation period will be computed on a pro-rata basis when approved leave of absence has been granted for thirty (30) days or more.

Example IV—

An employee who has had one month or more on leave of absence other than for sickness or accident shall have deducted one day for each month of leave.

Example V—

Continuity of service shall not be considered interrupted by lay-offs due to lack of work.

The method of computing vacation pay is not always dealt with in the contracts, but among those which do, three methods prevail. The most popular vacation pay clause provides that an employee will be paid the amount of his normal weekly hours at his regular rate. Other contracts specify that employees will receive a percentage—two per cent for one week's vacation, four per cent for two weeks, six per cent for three weeks—of earnings during the preceding year. In other contracts, pay is to be computed by both the above methods, the larger of the two amounts to be paid.

Agreements applying to more than one-third of the organized workers provide that

employees leaving the service of a company are entitled to the benefits of unused vacation credits. In such circumstances, employees are usually entitled to pay in lieu of vacation calculated to the date of separation.

Only a small proportion of contracts analysed state that extra vacation privileges will be extended where one of the recognized statutory holidays falls within a vacation period. In such cases an employee will receive either an extra day's holiday or an extra day's pay.

Paid Sick Leave, Group Insurance, Pensions

Paid sick leave is an uncommon feature of chemical industry contracts, and the small number of agreements which mention sick leave plans do not supply detailed information on their operation. They usually specify that lost time resulting from illness will be paid time for a limited period each year. Group insurance health and welfare plans are also relatively uncommon. Where they exist, life insurance and sickness benefits are usually provided. The method of financing plans is not clearly stated in most cases. Eight agreements draw attention to the existence of a pension plan but details are not included in the agreements.

Disciplinary Measures

Penalties to be applied by companies against employees for certain misdemeanors are set forth in less than one-half of the contracts as is shown in Table X. The majority of these deal with dismissals, by which companies are assured of their right to discharge employees for just cause. A list of actions on the part of employees which will result in discharge, with a statement indicating that "just cause" is not limited to the listed actions, may form part of an agreement. The only cause for discharge specifically mentioned in nine contracts is excessive absenteeism. Eleven contracts prescribe the penalty of time dockage for lateness.

Company-Union Consultation

Almost one-half the chemical agreements make certain changes in working conditions subject to consultation between managements and unions. Matters for consultation are generally those for which standard rules would be difficult to adopt or matters where a degree of flexibility is desirable. The various subjects for consultation and their frequency of occurrence among contracts are indicated in Table XI.

TABLE I—GRIEVANCE PROCEDURE

Number of Agreements and Number of Workers Affected by Specified Types of Grievance Provisions in Collective Bargaining Agreements of the Chemical Products Industry.

Clause	Number of Agreements Containing Clause	Number of Workers Covered by These Agreements
No Grievance Procedure.....	2	470
Grievance Procedure.....	111	14,530
Arbitration Provided.....	100	13,213
Three-member board.....	87	11,691
Umpire.....	7	812
Method not outlined.....	6	710
Union Representation.....	111	14,530
Stewards and grievance committee.....	96	13,073
Grievance committee only.....	12	1,253
Stewards only.....	3	204
Scope of Grievance Procedure.....	111	14,530
All complaints relative to employer-employee relations.....	58	7,723
Interpretation and application of contract.....	28	3,870
Not defined.....	25	2,937
Union and Company Grievances.....	33	5,549
Direct negotiation between parties.....	22	3,908
Company may initiate grievances against employees or union.....	11	1,641
Unjust Dismissal.....	44	6,869
Reinstatement with back pay.....	34	4,559
Reinstatement, back pay to be settled as part of grievance.....	10	2,310
Rate Adjustment Grievance.....	12	2,909
Retroactive to presentation in writing.....	8	2,278
Other.....	4	631
Other Clauses:—		
May request complaining employee's presence at any stage.....	16	2,796
Employee may process grievance without union assistance.....	38	5,354
Outside union official may be called at later stages.....	55	7,359
Pay for grievance handling during working hours.....	67	8,933

TABLE II—UNION SECURITY

Number of Agreements and Number of Workers Affected by Specified Types of Union Security Provisions in Collective Bargaining Agreements of the Chemical Products Industry.

Clause	Number of Agreements Containing Clause	Number of Workers Covered by These Agreements
Union Membership Provision.....	29	2,740
Union shop.....	6	1,228
Union shop (new employees).....	13	692
Maintenance of membership only.....	10	820
Dues Deduction Provision.....	87	12,450
Voluntary revocable.....	36	5,848
Voluntary irrevocable.....	25	3,700
Voluntary (revocation not covered).....	15	1,110
Voluntary (optional as to revocation).....	6	990
Compulsory.....	5	802

TABLE III—SENIORITY

Number of Agreements and Number of Workers Affected by Specified Types of Seniority Provisions in Collective Bargaining Agreements of the Chemical Products Industry.

Clause	Number of Agreements Containing Clause	Number of Workers Covered by These Agreements
Probation Period Provision.....	95	13,523
One month.....	16	1,435
Two months.....	31	2,760
Three months.....	35	6,523
Other.....	13	2,805
Seniority Provision.....	110	14,430
Plant wide.....	62	6,116
Combination, plant and department.....	31	6,702
Department wide only.....	14	1,312
Other.....	3	300
Transfer Provisions.....	26	4,205
Seniority retained in former department (2 weeks to 6 months).....	16	3,002
Seniority retained in former department (no time limit).....	5	931
Seniority moves with employee.....	5	272
Seniority Application Provisions.....	108	13,910
Layoffs.....	104	13,735
Rehiring.....	64	8,025
Promotions.....	96	12,287
Choice of vacation period.....	43	6,362
Superseniority Provisions.....	23	3,406
Leaves of Absence Provisions.....	87	12,562
Union business, reasonable time.....	62	8,315
Union officials, extended time.....	16	1,439
Personal leaves.....	58	8,503
Loss of Seniority Provision.....	91	11,695
Voluntary quit.....	82	9,371
Dismissal.....	82	9,371
Unauthorized absence, stated number of days.....	42	4,553
Failure upon notice to return to work or notify company within stated time limit.....	53	7,013
Laid-Off Workers, Seniority Status Provision.....	72	10,355
Seniority retained, one year.....	55	6,300
Seniority retained, other length.....	17	4,055

TABLE IV—HOURS OF WORK

Number of Agreements and Number of Workers Affected by Specified Types of Work-Week Provisions in Collective Bargaining Agreements of the Chemical Products Industry.

Clause	Number of Agreements Containing Clause	Number of Workers Covered by These Agreements
Five-Day Week.....	58	7,832
Forty-hours or less.....	21	2,860
Forty to forty-four hours.....	6	1,539
Forty-four hours.....	14	1,925
Forty-five hours.....	15	1,390
Forty-eight hours.....	2	118
Five and One-Half-Day Week.....	27	3,211
Forty-four hours.....	17	2,284
Forty-five hours.....	3	376
Forty-eight hours or more.....	7	551
Six-Day Week.....	22	3,277
Forty-eight hours.....	22	3,277
Days per Week and/or Weekly Hours not set forth.....	6	680

TABLE V—WAGE RATES

Number of Agreements and Number of Workers Affected by Specified Types of Wage Rate Provisions in Collective Bargaining Agreements of the Chemical Products Industry.

Clause	Number of Agreements Containing Clause	Number of Workers Covered by These Agreements
Rate Scale:—		
Wage rate schedule in agreement.....	102	13,332
Wage rate schedule not in agreement.....	6	1,420
Wage rates not covered in agreement.....	5	248
Lower Hiring Rates.....	49	5,584
Applicable for three months or less.....	16	980
Applicable for six months.....	4	407
Periodic increases to job rate.....	11	1,968
Range of rates applied on basis of service.....	15	2,116
Other.....	3	113
Wage Rate on Transfer.....	49	7,671
Temporary to higher rated job, paid new job rate.....	37	5,532
Temporary to lower rated job, paid former job rate.....	31	5,191
Temporary to lower rated job, paid new job rate.....	2	251
Permanent to higher or lower rate job, paid job rate immediately.....	8	1,181
Permanent to lower rated job, paid former rate for limited period.....	4	954
Employee required to work on lower rated job to be reclassified within stated period.....	11	1,730
Employee required to work on higher rated job to be paid new job rate immediately.....	5	1,225
Employee required to work on higher rated job to be reclassified within stated period.....	2	67

TABLE VI—SHIFT WORK

Number of Agreements and Number of Workers Affected by Specified Types of Shift Work Provisions in Collective Bargaining Agreements of the Chemical Products Industry.

Clause	Number of Agreements Containing Clause	Number of Workers Covered by These Agreements
No Reference to Shift Work.....	32	2,651
Shift Work Indicated, Number of Shifts not Stated.....	31	4,921
No shift bonus clause.....	7	273
Shift bonus clause.....	24	4,648
Five cents per hour.....	20	2,537
Other.....	4	2,111
Three Shift System Indicated.....	50	7,428
No shift bonus clause.....	9	1,080
Equal bonus second and third shifts.....	27	4,047
Five cents per hour.....	21	2,738
Other.....	6	1,309
Unequal Bonus second and third shifts.....	14	2,301
Less than five cents per hour second shift.....	10	2,138
Five cents per hour second shift.....	4	163
Five to eight cents per hour third shift.....	10	752
Eight to ten cents per hour third shift.....	4	1,549

TABLE VII—REPORTING PAY AND MINIMUM CALL PAY

Number of Agreements and Number of Workers Affected by Specified Types of Reporting Pay and Minimum Call Pay in Collective Bargaining Agreements of the Chemical Products Industry.

Clause	Number of Agreements Containing Clause	Number of Workers Covered by These Agreements
Reporting Pay Provision.....	55	8,819
Four hours at regular rate.....	38	4,071
Three hours at regular rate.....	8	2,349
Two hours at regular rate.....	9	2,399
Minimum Call Pay Provision.....	69	10,498
Less than four hours at regular rate.....	6	157
Four hours at regular rate.....	20	3,643
More than four hours at regular rate.....	4	1,538
Less than two hours at overtime rate.....	4	142
Two hours at overtime rate.....	20	2,501
More than two hours at overtime rate.....	9	1,659
Other arrangement.....	6	858

TABLE VIII—PREMIUM PAY

Number of Agreements and Number of Workers Affected by Specified Types of Premium Pay Provisions in Collective Bargaining Agreements of the Chemical Products Industry.

Clause	Number of Agreements Containing Clause	Number of Workers Covered by These Agreements
<i>Overtime</i>		
No Provision.....	7	745
Time and One-Half.....	106	14,255
After standard weekly hours.....	5	425
After standard daily hours.....	48	8,140
After standard daily and weekly hours.....	53	5,690
Double Time After Specified Period at Time and One-Half.....	11	1,180
After stipulated number of hours of overtime.....	4	450
After midnight (except night shift).....	7	730
<i>Weekend Premiums</i>		
Saturday or Alternate Day*.....	17	2,529
Time and one-half.....	15	2,465
Other.....	2	64
Sunday or Alternate Day.....	84	12,017
Time and one-half all hours.....	39	6,922
Double time all hours.....	45	5,095

* Applies all day Saturday where the five-day week is standard and Saturday afternoon where the five and one-half day week is standard.

TABLE IX—REST PERIODS, STATUTORY HOLIDAYS, VACATIONS WITH PAY

Number of Agreements and Number of Workers Affected by Specified Types of Rest Period, Statutory Holidays, and Vacations With Pay Provisions in Collective Bargaining Agreements of the Chemical Products Industry.

Clause	Number of Agreements Containing Clause	Number of Workers Covered by These Agreements
<i>Rest Periods</i>		
No Provision.....	65	8,189
Two Ten-Minute Rest Periods Each Shift.....	36	4,586
Other.....	12	2,225
<i>Statutory Holidays</i>		
No Provision.....	3	550
Eight Observed Days.....	59	8,319
Eight paid days.....	42	5,167
Seven paid days.....	3	452
Six paid days.....	3	253
Less than six paid days.....	11	2,447
Seven Observed Days.....	21	2,757
Seven paid days.....	17	1,915
Less than seven paid days.....	4	842
Six Observed Days.....	26	2,963
Six paid days.....	21	2,791
Less than six paid days.....	5	172
Less than Six Observed Days.....	4	411
Agreements in Which Some or all Days are Unpaid.....	27	4,215
Premium Pay Provision for Work on Unpaid Holiday.....	26	4,203
Time and one-half.....	20	3,960
Double time.....	6	243
Agreements in Which Some or all Days are Paid.....	101	13,093
Premium Pay Provision for Work on Paid Holiday.....	98	12,723
Time and one-half.....	5	1,244
Double time.....	80	9,752
Double time and one-half.....	13	1,727
<i>Vacations with Pay</i>		
No Provision.....	20	3,573
Uniform Plan.....	11	509
One week.....	6	165
Two weeks.....	5	344
Gradated Plan.....	78	10,853
Two weeks maximum vacation.....	43	3,909
Three weeks maximum vacation.....	33	6,134
Four weeks maximum vacation.....	2	810
No Details of Vacation Plan.....	4	65
Other Vacation Provisions:—		
Proportionate vacation or pay, employees with less than one year's service.....	43	5,679
Method of payment provision.....	66	9,392
Percentage of earnings during previous year.....	20	1,674
Normal hours at regular rate.....	37	5,675
Either of the above, whichever is greater.....	9	2,043
Unused credits payable on separation.....	34	4,961
Statutory holiday within vacation period.....	16	2,362
Extra day.....	9	1,405
Extra day's pay.....	3	704
Either.....	4	253

TABLE X—DISCIPLINE

Number of Agreements and Number of Workers Affected by Specified Types of Disciplinary Provisions in Collective Bargaining Agreements of the Chemical Products Industry.

Clause	Number of Agree- ments Con- taining Clause	Number of Workers Covered by These Agree- ments
Disciplinary Provisions.....	38	4,919
Dismissal for just cause, list of reasons.....	23	3,061
Dismissal, persistent absence.....	9	942
Time dockage, lateness.....	11	1,229

TABLE XI—UNION-MANAGEMENT CONSULTATION

Number of Agreements and Number of Workers Affected by Specified Types of Union-Management Consultation Provisions in Collective Bargaining Agreements of the Chemical Products Industry.

Clause	Number of Agree- ments Con- taining Clause	Number of Workers Covered by These Agree- ments
Consultation Provisions.....	46	7,653
Proposed changes in hours schedules.....	27	5,411
Altering and correcting seniority lists.....	15	2,896
Proposed changes in job content, classifications, and setting rates for new jobs.....	7	759
Filling vacancies and upgrading.....	4	1,103
Proposed changes in employee comfort, health and safety facilities.....	4	429
Possible work sharing to avoid lay-offs.....	3	902
Other.....	4	311

STRIKES AND LOCKOUTS IN CANADA, DURING 1950*

The outstanding feature of the year was Canada's first nation-wide railway strike. This nine-day work stoppage in August of 128,000 non-operating railway workers caused a time loss of a million days. According to a supplement* to this issue of the *LABOUR GAZETTE*, with the exception of the railway dispute, strike idleness during the year was moderate. Only five other stoppages showed losses greater than 20,000 days and none of these was over 30,000 days.

There were 161 strikes and lockouts in 1950, an increase of 15 per cent over the previous year, but less than the annual average of 230 for the preceding 10 years. In 1950, only 55 strikes and lockouts arose out of disputes over renewals of existing contracts, the great majority of agreements having been negotiated without resort to strike action. The latest figures available show that in 1949 collective agreements in effect covered more than 1,224,000 workers (L.G., Dec., 1950, p. 2023).

For the past five years the impact of steadily rising prices on the family budget of the Canadian worker has been reflected in the number and importance of strikes and lockouts arising out of demands for increased wages. In 1950, this demand for higher wage rates, frequently accompanied by other issues affecting unionism and working conditions, was the central cause of 48 per cent of the strikes and lockouts, affected 82 per cent of the total workers and caused 94 per cent of the total time loss. In 1949, 84 per cent of the total loss resulted from disputes over wage increases, 83 per cent in 1948, 91 per cent in 1947, and 96 per cent in 1946.

In 1950, the time loss of over a million days in the transportation industry was the greatest ever recorded. Other years with a high time loss in this group were: 1908, 442,000 days; 1901, 300,000 days; 1903,

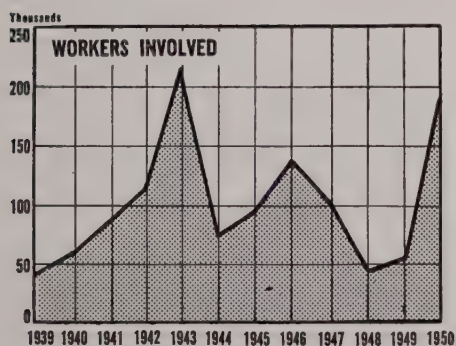
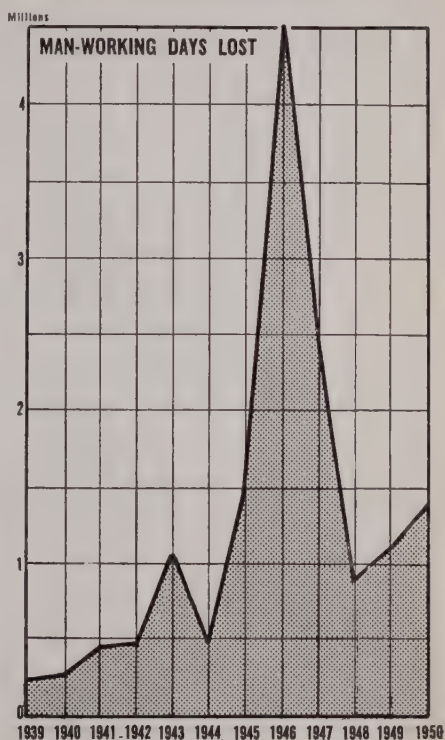
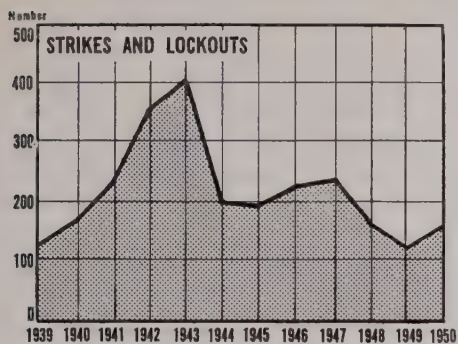
196,000 days; and 1918 and 1919, 129,000 days each. There were few strikes in 1950 in the mining industry and little time was lost, less than four per cent of the total for the year. In 1949, the greatest loss was in the mining industry, caused by a strike of asbestos miners and mill workers in various centres in Quebec. In 1947, the largest amount of strike idleness was also in the mining industry, because of a prolonged strike of coal miners in Nova Scotia and New Brunswick. With the exception of 1950, 1949 and 1947, during the last nine years the time lost in manufacturing, with the largest working force of any industry, has been greater than in all other industries combined. In 1950, the time lost in manufacturing was less than 18 per cent of the total and was the lowest recorded since 1941. There were few strikes in the construction industry and the time lost was only two per cent of the total.

The average loss of time for each worker involved in strikes and lockouts was about seven days in 1950, as compared with an average of more than 22 days for the preceding five years. In 1950, about 67 per cent of the stoppages, involving 95 per cent of the workers, and causing 78 per cent of the loss, were settled within 10 days. Eleven per cent of the strikes, involving less than two per cent of the workers, and causing four per cent of the total loss lasted between 10 and 25 days; twelve per cent of the strikes, involving less than three per cent of the workers and causing almost 11 per cent of the loss, lasted between 25 and 50 days; and about seven per cent of the stoppages, involving less than one per cent of the workers and causing five per cent of the loss, lasted longer than 50 days.

* Strikes and Lockouts in Canada During 1950, with Information for Certain Other Countries.

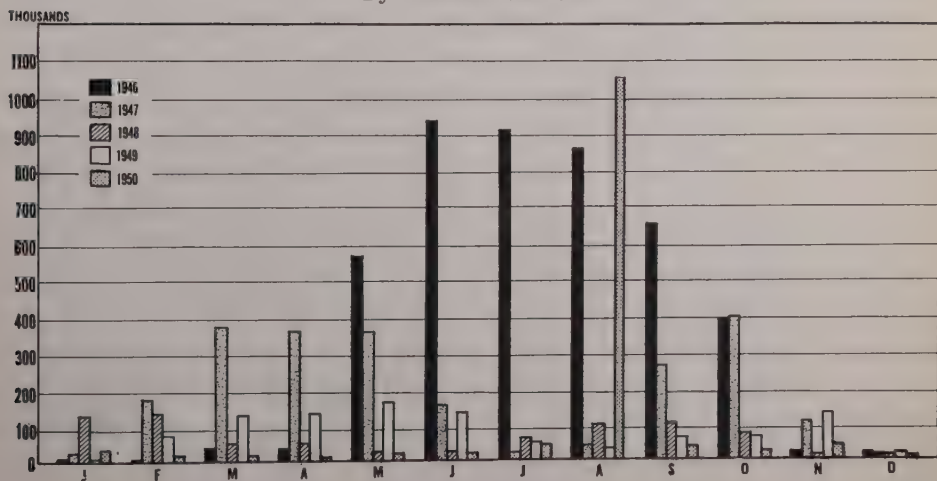
Year	Number Beginning During the Year	Strikes and Lockouts in Existence During Year						
		All Industries						
		Number of Strikes and Lockouts	Number of Employers	Number of Workers Involved	Time Loss			
					In Man-Working Days	Average Days Per Wage and Salary Earner	Average Days Per Worker Involved	Per cent of Estimated Working Time
1939.....	120	122	243	41,038	224,588	0-11	5-47	0-04
1940.....	166	163	894	60,619	266,318	0-12	4-39	0-04
1941.....	229	231	658	87,091	433,914	0-17	4-98	0-06
1942.....	352	354	492	113,946	450,202	0-16	3-95	0-05
1943.....	401	402	651	218,404	1,041,198	0-35	4-77	0-12
1944.....	195	199	400	75,290	490,139	0-16	6-51	0-06
1945.....	196	197	418	96,068	1,457,420	0-49	15-17	0-17
1946.....	225	228	1,299	139,474	4,516,393	1-49	32-38	0-50
1947.....	232	236	1,173	104,120	2,397,340	0-77	23-02	0-26
1948.....	147	154	674	42,820	885,793	0-27	20-68	0-09
1949.....	132	137	542	51,437	1,063,667	0-32	20-68	0-11
1950.....	158	161	345	192,153	1,389,039	0-40	7-23	0-13

STRIKES AND LOCKOUTS IN CANADA, 1939-1950



TIME LOSS IN MAN-WORKING DAYS

By Months 1946-1950



LABOUR AND THE 1951 CENSUS OF CANADA

Many of the questions to be asked in the 1951 Census will have a special interest for labour. The findings will help to indicate long-term trends of employment and earnings in particular industries and occupations. The census will also tell about steadiness of employment. The following article, by Mr. Herbert Marshall, Dominion Statistician, describes the labour questions that will be asked.

In June of this year the Ninth Decennial Census of Canada will be taken. There will be not only a census of population but also censuses of housing, agriculture, fisheries and distribution (wholesale and retail trades and services). Supplementary information will be obtained about the blind and deaf, irrigation, and livestock and greenhouses elsewhere than on farms.

Many of the questions that will be asked will have a special interest for labour.

Employment and Earnings

On the population document there are nine questions which are primarily concerned with labour force participation and salary or wages to be asked of all persons 14 years of age and over. "What did this person do mostly during the week ending June 2, 1951?" is question 20. This is a question designed to measure the labour force at a point in time that is thought most suitable for providing the best results. The enumerator will check the reply in the appropriate space on the card as "Worked", "With a job but not at work", "Looked for work", "Keeping house", "Going to school", "Retired or voluntarily idle", "Other", and "Permanently unable to work". The tabulations resulting from the answers to this question will be based on a complete survey of Canada and will supply data for small economic areas or regions that the labour force survey* cannot provide. Question 21 calls for a direct reply, "Yes" or "No", from those who do not fall within the first and last categories under question 20. It merely asks "In addition did this person do any work for pay or profit?". Question 22 is "How many hours did this person work?". Replies will be recorded in one of four groups: 1-14 hours, 15-24, 25-34, and 35 hours or more.

* The quarterly labour force survey of the Dominion Bureau of Statistics, whose findings are published regularly in the *LABOUR GAZETTE* is based on a sample of the population.

Once it has been definitely established who is in the labour force, the question of their industry and occupation arises. Industry is the productive activity toward which each person contributes. The answer to the industry question will tell how many Canadians work on farms, in textile mills, automobile plants, building, retail stores, etc. It will not, however, tell what they do at these plants.

For this the occupation question will provide such counts as number of machine operators, truck drivers, plasterers, sales clerks, etc. The pertinent questions relating to industry and occupation in the census of population document are questions 24 and 25, which are grouped with questions 23 and 26.

For those in the first three categories in question 20 (i.e., for those who worked, had a job but did not work, or looked for work during the week ending June 2, 1951) and for those who, in reply to question 21, say that, in addition, they worked for pay or profit, there are questions on "Name of firm or business—for whom did this person work?" (question 23), "Industry—what kind of business or industry is this? e.g., rubber shoe manufacturing, drug retail trade, grain farming, etc." (question 24), "Occupation—what kind of work did this person do in this industry? e.g., office clerk, sales clerk, auto mechanic, iron moulder, graduate nurse, etc." (question 25), "Is the occupation reported in question 25 the person's usual occupation?" (question 26). Question 27 classifies all persons 14 years of age and over as wage or salary earners, own account, employer or working for no pay. Those who are in receipt of salary or wages are asked in question 28 the number of weeks worked for wages and salary during the twelve months prior to June, 1951. Replies are marked in one of ten categories. The last question on the population document (question 29) asks the wage and salary earnings during the

twelve months prior to June, 1951. Replies fall into ten groups ranging from "none" to \$6,000 and over". Wages and salaries should be the amount before deductions are made—not merely "take-home" pay.

These earnings figures will reflect the great rise which has taken place since 1941 in earnings from salaries and wages, already indicated in other statistical sources. The census of population, however, will permit this rise to be related to age, education, birthplace, language spoken, place of residence, and other census variables, so that we can identify the characteristics of the people whose wage and salary earnings have shown the greatest increase and those that have shown the least.

Steadiness of Employment

The census of population will also tell about steadiness of employment; what the average weeks worked during the year are for plumbers, say, as against accountants. Wide variation between different occupations has been shown in previous censuses; in 1951, variation will be limited by the fact that employment has been universally high.

Farm and Fishery Workers

The general farm schedule of the census of agriculture asks how many persons were working for wages at farm work on each farm during the week ending June 2, 1951. Specifically, the enumerator will ask how many were hired the year round, how many were hired by the month as seasonal labour, how many were hired by the day, and how many were hired hourly, on piece work, on contract, etc. Under the heading "Part-time Work", the schedule has two questions: (1) was the amount received from the sale of agricultural products of this farm greater than the income the operator received from all other sources in 1950, excluding income from investments?, and (2) how many days in 1950 did the operator work at non-farm work and at farm work off this farm? Under the heading "Farm Expenditures", there are questions on the wages paid in cash or in kind to hired farm labour (excluding housework and construction labour), and the value of house rent or room and board furnished hired workers.

The census of fisheries will be conducted in two parts. First, in conjunction with the population census in June, which includes everyone, a list will be compiled of all commercial fishermen, classified on three significant bases: number of days fishing; whether fishing on own account, as a partner or on shares, or for wages; and

within which of four income-size groups their income from fishing falls.

The second stage of the census of the fisheries will be carried out at appropriate dates later in the season when fishing activities are at a minimum. This will enable a detailed study of the industry to be made. The end product will be information on the number engaged in this important industry, the degree of their dependence on fishing, supplementary sources of income, etc.

Census of Distribution

The census of distribution, like the census of the fisheries, will be in two parts. The first stage, coinciding with the census of population in June, will merely record the names, addresses and a few other data of wholesale, retail and service establishments such as sales-size, etc. Nothing of direct interest to labour will be asked at this stage. The second part will be taken early in 1952. One question, not applicable to incorporated companies, will ask the number of male and female working proprietors, i.e., those actively engaged in the business in 1951. The enumerators will also ask the minimum and maximum numbers of paid employees during 1951 and the months in which these maxima and minima occurred. Only the larger retail stores, i.e., those with annual sales of \$150,000 and over, and 10 per cent of those with annual sales of between \$30,000 and \$150,000, and the wholesale firms will be asked to report seasonal maximum employment by months. The enumerators will ask the total amount paid to all employees during 1951 in salaries, wages, commissions and bonuses. This total amount will be the full amount before deductions for income tax, unemployment insurance and retirement or pension schemes. Value of payments in kind, i.e., meals, lodging, etc., are also to be included. The minimum and maximum numbers of unpaid family or other workers during 1951, including all family members or other persons who worked in the business but did not receive a stated salary or wage, are to be given.

Uses of Labour Force Information

While the Census cannot make a detailed investigation of the skill of each Canadian, it will give much useful information on our human resources. In giving for each part of the country the number of doctors and nurses, carpenters and electricians, housemaids and stenographers, with information for each on age, education, language spoken and other facts, the census will provide a unique record of our manpower

and its skills. The value of such a record will be partly to those who are concerned with public interest in maintaining numbers, for example, of bricklayers, machinists, etc. They will find out whether the age distribution is one in which older members are being replaced by younger men as they retire.

Personnel officers in industry whose job is to recruit for various kinds of work will find it useful to know how many people there are who are skilled in those kinds of work. On the other side, those choosing a career will be given guidance on the kinds of occupations which are being followed, and some indication of the earning levels and regularity of employment in each. Vocational guidance counsellors can do their most useful work when they are supported by a knowledge of the various occupations, the numbers engaged in them in different

parts of the country, their ages and other characteristics. The guidance they give depends not only on the aptitudes of the person being guided but on the number of people for whom there appears to be room in the occupation considered. The work of trade unions and any study of the trend of their activities must make use of the census data on numbers of those engaged in the relevant occupations, without which the trend in numbers unionized is not significant.

* * *

An article entitled *The Canadian Labour Force*, which appeared in the January, 1950, issue of the *LABOUR GAZETTE*, was based partly on information derived from earlier censuses. Reference to this article gives a further indication of the kind of information to be derived from the 1951 Census.

ACTIVITIES OF PROVINCIAL LABOUR ORGANIZATIONS

The submission of annual briefs to provincial governments and the holding of conventions have highlighted the recent activities of provincial labour organizations.

Summarized below are the contents of briefs presented by organizations affiliated with the TLC and CCL in New Brunswick, Alberta, Saskatchewan, British Columbia, and Manitoba.

The proceedings of conventions of the Ontario Federation of Labour (CCL), and the Industrial Federation of Labour of Alberta (CCL) are also summarized.

New Brunswick Federation of Labour (TLC)

In its annual memorandum of proposed legislation submitted to the Premier and Executive Council of New Brunswick, the New Brunswick Federation of Labour (TLC) presented its requests for amendments to provincial legislation in several fields. The brief expressed disappointment that the Government had not seen fit to institute any of the changes proposed by the Federation in its 1950 brief.

The memorandum suggested that the New Brunswick Labour Relations Act (and other labour legislation) be amended to

bring employees of the Government, provincial boards and commissions, and civic and municipal governing bodies, under its provisions. The Federation felt that the exclusion of such employees from the provisions of the Act was unfair.

The Federation said that Section 4 (Unfair Labour Practices) of the Act was inadequate to deal with cases of intimidation or interference in a representation vote ordered by the Board. The brief asked that this section be strengthened to prevent these alleged practices.

The brief asked that three subsections be added to Section 9. These proposed amendments would read as follows:—

If on an examination the Board is satisfied that not less than forty-five per centum and not more than fifty-five per centum of the employees in the bargaining unit are members of the trade union, the Board shall, and if the Board is satisfied that more than fifty-five per centum of such employees are members of the trade union, the Board may direct that a representation vote be taken.

In determining the number of eligible voters for the purpose of subsection . . . , employees who are absent from work during voting hours and who do not cast their ballots shall not be counted as eligible.

If on an examination under subsection . . . the Board is satisfied that more than fifty per centum of the employees in the bargaining unit are members of the trade union and that the true wishes of the employees are not likely to be disclosed by a representation vote, the Board may certify the trade union as bargaining agent without a representation vote.

The New Brunswick Government was asked to bring its influence to bear to have price controls imposed. In the rent control field, the Federation urged "that legislation be adopted . . . that can and will be put into immediate effect in this Province if the Federal Government carries out its expressed intention to abolish the remaining controls." The brief also asked that the Provincial Government in co-operation

with local authorities make use of Federal funds available for housing to provide a low-cost housing program, and that strict rental controls be a part of this program.

The brief asked that legislation be passed in New Brunswick which would make it compulsory for all employers to grant their employees one day's rest in seven. This proposal specifically mentioned certain service establishments where a seven-day week is observed. Provincial legislation providing a 5-day, 40-hour week, and vacations with pay was also requested by the Federation.

Amendments were requested as well, to the Workmen's Compensation Act and the Industrial Standards and Minimum Wage Acts.

The brief also requested:—

That inquests be held into all fatal industrial accidents;

Labour representation on all public boards and commissions;

A contributory old age pension scheme providing pensions of \$65 a month at age 65 (60 for females), without a means test. (Other recommendations on pensions followed resolutions passed at the parent TLC Convention in September. See L.G. Nov., 1950, p. 1804.)

The Federation also protested against the four per cent sales tax introduced in New Brunswick last year, and suggested that "some other more equitable source (of taxation) should be found."

Alberta Federation of Labour (TLC)

The Executive Council of the Alberta Federation of Labour (TLC) presented its annual brief containing legislative requests, as passed at the Federation's Annual Convention (L.G., Jan., 1951, p. 38) to the Alberta Government. The brief dealt with collective bargaining, hours of work and wages, labour welfare, pensions and social security, the provincial department of labour, workmen's compensation, highway traffic regulations, public utilities and other matters of interest to the Federation.

The Federation asked that the Alberta Labour Act be completely amended and revised so that "provision would be made whereby a trade union would be legally certified and entitled to carry on collective bargaining in its true sense without having to fight the employer every inch of the way. . . ."

Specifically, the brief requested amendment to that section of the Act which, the Federation claimed, allows an employer "to borrow or procure employees who have been engaged in the industry for the required time from another shop, for the purpose of

getting them to vote against the union which has made . . . (an) application for certification."

Several other recommendations in the collective bargaining field were presented for the Government's consideration. The Federation asked:—

That the Labour Act be amended so that the union shop and union security could be granted if a majority of employees in a plant asked for it;

That all votes "should be determined on the basis of a majority of those voting and not on the majority of those affected as at present;"

That awards by arbitration be "retroactive in all cases to the date of application for the appointment of a conciliation commissioner, or to such earlier date as may be fixed by the award board."

The brief also reiterated the Federation's strong stand against compulsory arbitration which was passed at its 30th Convention in October.

Claiming that the "shorter work week is essential to the well being and the advancement of the standard of living of our people," the Federation asked the Alberta

Government for legislation establishing the five-day, forty-hour week without reduction in take home pay. The brief also asked for a minimum wage of 85 cents per hour.

Under the heading of labour welfare, the Federation asked the Government to increase the number of inspectors under the Hours of Work, and Minimum Wage Acts, and to provide more severe penalties for infractions of the Acts.

The brief also suggested a joint "Management-Labour-Government meeting, to be called and held annually," to review and amend the Labour Act. A request was also made for a five cent per hour premium for all afternoon and night shifts, and complete abolition of split-shifts.

Saskatchewan Federation of Labour (CCL)

The Saskatchewan Federation of Labour (CCL) recently presented a brief to the Saskatchewan Government concerning matters of provincial labour interest.

The Federation asked that the Government take measures to inaugurate the 40-hour week in the province. The brief suggested that the 40-hour week be inaugurated in three steps over a three-year period. The organization recommended that the shorter work week begin in all cities in 1951; in all towns of one thousand and over in 1952; and in all other localities in 1953.

Saskatchewan Executive of TLC

The Saskatchewan Executive of the Trades and Labour Congress commended the Government for "legislation beneficial to the workers" passed in the province during the year. The brief particularly noted changes made in the Trade Union Act, the inauguration of health services, and the government's policy of engaging services and goods, "only from such firms and individual business establishments having collective bargaining agreements with *bona fide* trade unions. . . ."

Among the requests submitted for consideration were: a recommendation that the administration of the Apprenticeship Act be revamped to provide for more efficient operation; a request that the

In the field of pensions and social security, the brief urged adoption of a \$65 a month contributory old age pension, payable at 65 without a means test. The policy of the Alberta Federation on social security is the same as that passed by the parent TLC at its Convention in September. See L.G., Nov., 1950, p. 1804.

Other legislative proposals included:—

A request for the creation of an Alberta Department of Labour;

A request that the Workmen's Compensation Act be amended "to provide for 100 per cent compensation on the earnings received by the worker in the class of work in which he was engaged at the time of accident, the same to become effective from the hour the injury is sustained."

The Federation recorded its complete opposition to compulsory arbitration in any form, and described it as being "extremely dangerous" and providing "no genuine solution to the problem." The brief asked that the Saskatchewan minimum wage law be amended to provide a minimum hourly wage of 85 cents. Other requests included one asking for more inspectors to enforce labour laws; and amendments to the Trade Union Act, The Fair Wage Act and the Workmen's Compensation Act.

Saskatchewan Trade Union Act be amended so that legal counsel could not appear before the Labour Relations Board except on the agreement of both parties concerned; recommendations that the Hours of Work Act, the Holidays With Pay Act and several other Acts be amended.

The Federation also endorsed a brief from the Saskatchewan Fire Fighters' Association, which asked the Government to amend several clauses of the Fire Departments' Platoon Act so that "in negotiating future agreements between the organized firemen and their respective administrations . . . such findings or awards of such an arbitration board shall be made binding upon both parties concerned."

British Columbia Executive of TLC

The British Columbia Executive of the Trades and Labour Congress of Canada, submitted its annual memorandum to the British Columbia Government, presenting its requests for changes and amendments in British Columbia labour laws.

Some sections of the present labour code were described as being "impractical and of no value to either labour or industry." Specifically, the TLC asked for abolition of the supervised strike vote and a shortening of the present cooling-off period

during a dispute. Tightening of the union security provisions of the code was also asked for, and it was suggested that trade unions be restricted to those unions chartered by national organizations.

An amendment to the Annual Holidays Act which would require employers to contribute an amount equal to four per cent of an employee's wages for vacation pay, was requested. It was also suggested that farm and domestic workers be included under the Act.

Manitoba Provincial Executive of TLC

In a brief presented to the Manitoba Government, the Provincial Executive of the Trades and Labour Congress and several affiliated organizations asked for new legislation and amendments to present laws.

The Manitoba Government was asked "to impress upon the Dominion Government the dire need for early implementation" of a social security plan. This plan would be on a contributory basis, and cover all types of social security including medical care, 100 per cent compensation for injury, unemployment insurance, widows' maintenance, children's allowances and blind pensions. Under this plan, assistance would also be given to municipalities to provide medical, surgical and dental facilities. The Executive asked the Manitoba Government to increase the present old age pension by ten dollars a month as an interim measure until such a plan is introduced.

The memorandum asked that the Manitoba Labour Board be given power to collect overtime pay due to workmen, and

Other suggestions included in the brief were:—

Abolition of the means test for old age pensions, and increased pensions for the aged;

Provision by law for the five-day, forty-hour week;

Elimination of the mandatory time limit of April 15 for negotiations on municipal employees' wages and working conditions;

Removal of the three per cent sales tax from restaurant meals;

Enactment of a tradesmen's qualification act.

that an investigator be appointed to "enforce observance" of The Hours of Work Act. Reduction of maximum hours of work from 48 to 40, and rigid enforcement, were also asked.

Among the other proposals were:—

A minimum wage of 85 cents an hour for all workers, and the appointment of more inspectors to enforce the regulations;

Amendment of the Fair Wages Act "to bring all Manitoba industries" within its scope;

Improved standards of education for the province;

Increased federal income tax exemptions to \$1,200 for single persons and \$2,400 for married persons;

A slum clearance program;

Continued rent controls and reimposed price controls;

Labour representation on government boards;

Extensive amendment to the Labour Relations Act;

Legislation providing two weeks' vacation with pay and eight paid statutory holidays.

Industrial Federation of Labour of Alberta (CCL)

The 3rd Annual Convention of the Industrial Federation of Labour of Alberta (CCL) which was held in Edmonton, considered 62 resolutions dealing with price controls, income tax deductions, higher excess profits taxes, a national health scheme and other matters.

The principal speaker at the Convention was Dr. J. L. Robinson, Alberta Minister of Labour. Dr. Robinson praised the organization for its efforts to settle labour-management problems peacefully. He told the Convention that trade unions had achieved the status of a socially recognized force, and must now accept the responsibility of producing more and better goods.

Resolutions

The resolution dealing with price controls asked—"that the Convention endorse the action of the Canadian Congress of Labour

in their demands for institution of price controls to reduce the insecurity of the low wage-earner and provide an exact table on all articles remaining at the same price in all areas." The resolution also asked for Federation sponsorship of a publicity program designed to promote the campaign for price and rent control.

On the question of taxation, the Federation asked that union dues be allowed as income tax deductions. Another resolution urged the CCL to continue to press for higher excess profits taxes.

The Convention passed a resolution which asked the Federal Government to enact a national health insurance scheme designed to provide free medical, surgical, optical, dental and hospital care for all citizens. This resolution was patterned after one passed at the CCL Convention in Winnipeg last September (L.G., Nov., 1950, p. 1823).

Ontario Federation of Labour (CCL)

Over 250 delegates, representing Ontario unions affiliated with the Canadian Congress of Labour, met at the Annual Convention of the Ontario Federation of Labour in Toronto. Approximately 50 resolutions dealing with many matters of interest to the organization were dealt with during the two-day sessions.

Among the Convention speakers were Murray Cotterill, President of the Toronto Labour Council; A. R. Mosher, President of the Canadian Congress of Labour; H. W. Forster of the Ontario Workmen's Compensation Board; and E. B. Joliffe, Ontario CCF Leader.

Price and Rent Controls

Several resolutions demanding price controls were presented to the Convention, and consolidated into two resolutions. One resolution commended the action of the major labour organizations in forming a joint committee on price controls (L.G., Feb., 1951, p. 152). The second said in part: "Therefore be it resolved that this Convention of the Ontario Federation of Labour reiterate its demand for protection against the rising cost of living by the imposition of price controls by the Federal Government."

A resolution on housing and rentals asked the Government of Ontario "to call upon the Federal Government to act on the housing emergency by building housing projects for the workers at low cost rentals." A second resolution asked the Ontario Government "to take over rental control" when the Federal Government vacates the field on March 31.

Workmen's Compensation

The Convention passed the following resolutions recommending amendments to the Workmen's Compensation Act:—

That the Federation urge the Ontario Government to amend the Act so that payment on re-opened claims would be "on the basis of the workers' earnings at the time of re-opening," that the proposal in the Roach Report (L.G., March, 1951, p. 315) recommending the establishment of labour-management accident prevention committees in plants employing 20 or more employees be adopted.

The Federation also endorsed the recommendations in the Roach Report, and "will press for its acceptance." However, the CCL stand for 100 per cent coverage under the Act will not alter. (This was not recommended in the Report.)

Labour Relations

In the field of labour relations, the Convention recommended several changes

in the Ontario Labour Relations Act. The Federation asked that the Act be amended to permit the Labour Relations Board to grant certification without a vote of employees, and that this certification be granted "regardless of the number of members in good standing produced by the union." This was requested because the Federation charged that "company or other interference with organizational activities of a union" often deterred employees from joining a union when they desired to do so. As a result, it was difficult to show 50 per cent or more membership in some plants, the resolution said.

The Convention also asked that the use of injunctions "to prevent peaceful picketing" be stopped.

Despite a strong protest from United Automobile Workers' delegates, a resolution was passed asking that in the arbitration of disputes, one arbitrator agreed to by both parties, be appointed, and paid for by the Ontario Government. The resolution suggested that if the parties could not reach agreement, the arbitrator should be chosen by the Minister of Labour. The resolution also opposed the appointment of Judges as arbitrators.

Hours and Working Conditions

The Convention passed resolutions on hours and working conditions asking:—

That the Vacation With Pay Act, be amended to make vacation credits a part of wages earned;

That legislation be enacted making statutory provision for payment for public holidays not worked;

That the Hours of Work law, be amended to provide a 40-hour week;

That statutory provision be made giving industrial workers with more than two years' service, two weeks' vacation, and three weeks after ten years.

"That the worker be entitled to . . . vacation pay if he terminates his employment."

Canada Labour Relations Board

The Convention strongly opposed the action of the Canada Labour Relations Board in withdrawing trade union status from the Canadian Seamen's Union because of the union's Communist activities (L.G., Feb., 1951, p. 190). The Board action was defended by A. R. Mosher, President of the CCL, and a member of the Board. The resolution said:—

Therefore be it resolved that this Convention objects to this decision handed down by the Canada Labour Relations Board and calls upon the Federal Government to revoke the decision of the Board.

The resolution was passed on the recommendation of the Resolutions Committee which reported its view that the Board's action was an assumption of the union's power to settle their own affairs.

Other Resolutions

A resolution was passed asking that the Ontario Government "enact a Labour Code in line with the demands of the Canadian Congress of Labour." Another asked that Canadian Arsenals Ltd., recognize "the legal right of workers employed at Canadian Arsenals Ltd." to have union representation.

The Convention also opposed the imposition of sales taxes and any other form of indirect taxation; and asked that the Ontario Department of Labour be raised to senior status.

A number of resolutions on international affairs submitted by the International Fur and Leather Workers' Union were rejected by the Convention.

Election of Officers

George Burt, Canadian Director of the UAW, was elected Federation President; and Arthur Williams and Sam Hughes were elected vice-presidents. Cleve Kidd, research director of the United Steelworkers of America was re-elected secretary-treasurer.

Memorandum of Legislative Proposals of the Federation

Following the Convention held in Toronto, the Executive of the Ontario Federation submitted its annual brief to the Ontario Government. The brief presented the Federation's legislative requests for 1951, based on the resolutions passed by the Convention delegates.

The Federation expressed dissatisfaction at the practice of allowing intervention in conciliation procedures. The brief said:—

Our Federation believes that the Board should be instructed that intervention was not provided for in the Act, and it was not in the minds of the legislators that it should be used in this manner. While we appreciate the policy of non-interference in Board procedure by the Minister of Labour, we believe there are times when the legislature must make clear to its administrative boards exactly what was meant by certain sections of the Act.

The Federation also said that there was too much delay in the processing of conciliation matters and recommended that the present waiting period of fifty days should be reduced to fifteen. This procedure would be followed in cases where both parties agreed that "no agreement can be

reached without conciliation." It was also suggested that "the final step in conciliation procedure be the conciliation officer," and that he be given the same authority to hear cases as a conciliation board. The brief said that this procedure would reduce costs, speed up the procedure, and solve "the question of neutral chairmen." This section of the memorandum also outlined to the Ontario Government, the CCL position on interference in organization, which the Federation adopted in Convention.

Other Federation requests for amendment to the labour code included:—

Deletion of that section of the code which prohibits "guards employed to protect property" from membership in a trade union;

Deletion of the section of the Municipal Affairs Act, which prohibits employees of municipalities, boards, commissions, and hospital trusts, from joining unions;

Provision of the check-off;

Deletion of those sections of the Act dealing with revocation of certification.

The Executive expressed the Federation's general satisfaction with the report of the Roach Commission on Workmen's Compensation, but said it was concerned over the Bill which has been drawn up to amend the present Act. The brief said that "the most important of the Roach recommendations is conspicuous by its absence in the Government Bill. We refer . . . to the proposed changes in the existing method of industrial accident prevention." (The Roach report had recommended a four-point program of accident prevention.)

The brief commended the Ontario Government for reducing the waiting period in compensation case from seven to five days, but said that "the Federation wants complete abolition of the waiting period." Failing this, it was suggested that a three-day waiting period be adopted. The raising of ceilings on compensable earnings to \$4,000 and the increasing of basic allowances were also commended.

The Federation expressed pleasure at the announcement by the Ontario Government that rent control legislation would be enacted to replace federal rent controls when they are relaxed; but urged the establishment of "Rent Control Boards with labour representation, to which either landlord or tenant may apply to establish or maintain just rents."

Several other legislative proposals were presented to the Government for consideration. These proposals were all based on Convention resolutions, and dealt with such matters as sales taxes, old age pensions, mining, factory inspection, jury duty and hours of work and vacations with pay.

International Labour Organization

Canada Ratifies Four International Labour Conventions

On March 6, the Hon. Milton F. Gregg, Minister of Labour, announced that Canada had ratified four International Labour Conventions dealing with employment conditions on sea-going ships. The four Conventions were adopted at the 28th Session of the International Labour Conference.

Mr. Gregg pointed out that the Canada Shipping Act already contained provisions equivalent or superior to those of the Conventions.

Two of the Conventions dealt with ship-board food and ships' cooks. Countries ratifying these Conventions agreed to promote proper standards of food supply and catering services on sea-going ships, and to employ qualified inspectors to see that the standards were maintained. Only certified cooks were to be employed, and the authorities would arrange to examine cooks and issue certificates of qualification.

The third Convention provided that ratifying countries would arrange for the medical examination of seamen and would issue certificates attesting to each seaman's fitness of sight and hearing, and that he was not suffering from any disease which would make him unsuitable for work at sea or a danger to the health of others on board.

The last of the four Conventions provided for the examination of seamen who wished to qualify as able seamen, and the granting of certificates to successful candidates.

The Minister explained that these Conventions would come into force only after a specified period following ratification by a representative number of the leading maritime nations, including Canada.

Summary of Conventions

The following summary gives more detail concerning the four Conventions.

No. 68:

Convention Concerning Food and Catering for Crews on Board Ship

Adopted at the 28th IL Conference, Seattle, 1946. Previously ratified only by Bulgaria and France. Comes into force six months after being ratified by nine of the leading maritime nations including Canada.

Member States ratifying are required to promote proper standards of food supply and catering service for crews of sea-going vessels (whether publicly or privately owned), in close co-operation with organizations of shipowners and seafarers, and with national or local authorities who are concerned with questions of food and health. The competent authority shall make necessary regulations for food and water supplies, catering, galley facilities, store-rooms and refrigeration, and the certification of caterers. Qualified inspectors must be employed to make careful inspections of the above and to recommend improvements, with penalties for failure to comply. Courses of training for ships' caterers are to be arranged, and up to date information on nutrition and food handling prepared and made available.

No. 69:

Convention Concerning the Certification of Ships' Cooks

Adopted by the 28th IL Conference, Seattle, 1946. Previously ratified by Bulgaria, France and United Kingdom. Comes into force six months after ratification by nine of the leading maritime nations including Canada.

Member States ratifying are required to make sure that no person is engaged or employed as cook on a sea-going vessel unless he holds a proper certificate of qualifications, although exemptions can be granted if the supply of certified cooks is inadequate. The competent authority is to arrange for examinations, and the granting of certificates of qualifications based on certain standards.

No. 73:

Convention Concerning the Medical Examination of Seafarers

Adopted at the 28th IL Conference, Seattle, 1946. Previous ratifications by Bulgaria and France. Comes into force six months after ratification by seven of the leading maritime nations including Canada.

Member States ratifying shall make regulations covering all sea-going vessels (except vessels under two hundred tons, primitive wooden vessels, fishing vessels and estuarial craft) for the medical examination of all seafarers who are crew members. The competent authority shall, after consultation with organizations of employers and seafarers, arrange to issue a medical certificate to each seafarer after examination, attesting to his fitness of sight and hearing, and that he is not suffering from any disease likely to be aggravated by, or render him unfit for, service at sea, or likely to endanger the health of others on board. Such certificate shall remain in force for a period not exceeding two years.

No. 74:

Convention Concerning the Certification of Able Seamen

Adopted at the 28th IL Conference, Seattle, 1946. Previous ratifications by France and Netherlands. Comes into force July 14, 1951, one year after the second ratification (by Netherlands).

Member States ratifying are required to pass regulations that able seamen must be certified as qualified to perform any deck duties (except specialists' duties). The competent authority shall hold examinations and grant certificates as able seamen to men of minimum age and deck experience who are able to pass the examinations of the proficiency. The minimum period of deck experience for new applicants shall be 36 months, except for men who have taken an approved training course and who have 24 months at sea, or who have trained for 18 months in approved sea-going training ships.

List of Conventions Ratified by Canada

Canada has now ratified a total of 17 International Labour Conventions. These are listed below, by number, name and date, and with the number of the Session of the International Labour Conference at which they were adopted.

No. 1—Hours of Work (Industry) Convention, 1919—(First Session).

No. 7—Minimum Age (Sea) Convention, 1920—(Second Session).

No. 8—Unemployment Indemnity (Shipwreck) Convention, 1920—(Second Session).

No. 14—Weekly Rest (Industry) Convention, 1921—(Third Session).

No. 15—Minimum Age (Trimmers and Stokers) Convention, 1921—(Third Session).

No. 16—Medical Examination of Young Persons (Sea) Convention, 1921—(Third Session).

No. 22—Seamen's Articles of Agreement Convention, 1926—(Ninth Session).

No. 26—Minimum Wage-Fixing Machinery Convention, 1928—(Eleventh Session).

No. 27—Marking of Weight (Packages Transported by Vessels) Convention, 1929—(Twelfth Session).

No. 32—Protection Against Accidents (Dockers) Convention (Revised), 1932—(Sixteenth Session).

No. 63—Convention Concerning Statistics of Wages and Hours of Work, 1938—(Twenty-Fourth Session).

No. 68—Food and Catering (Ships' Crews) Convention, 1946—(Twenty-Eighth Session).

No. 69—Certification of Ships' Cooks Convention, 1946—(Twenty-Eighth Session).

No. 73—Medical Examination (Seafarers) Convention, 1946—(Twenty-Eighth Session).

No. 74—Certification of Able Seamen Convention, 1946—(Twenty-Eighth Session).

No. 80—Final Articles Revision Convention, 1946—(Twenty-Ninth Session).

No. 88—Employment Service Convention, 1948—(Thirty-First Session).

Thirty-fourth Session of International Labour Conference

Opening in Geneva, Switzerland, on June 6, the 34th Session of the International Labour Conference will bring together representatives of workers, employers and governments from most of the 62 member countries of the International Labour Organization.

Principal items on the agenda are as follows:—

Objectives and minimum standards of social security;

Industrial relations, including collective agreements and voluntary conciliation and arbitration;

Co-operation between public authorities and employers' and workers' organizations;

Equal remuneration for men and women workers for work of equal value;

Minimum wage fixing machinery in agriculture;

Holidays with pay in agriculture.

The Conference will also debate a report on world labour and social conditions to be submitted by the Director-General of the ILO. It will carry on its annual task

of reviewing the way member countries are implementing the Conventions and Recommendations adopted at previous sessions of the Conference. It will also consider financial and budgetary questions.

Social Security

During the 1930's the ILO adopted a series of Conventions on various aspects of social security. However, in 1949 an ILO committee of social security experts expressed the view that these Conventions were now out of date.

"The concept of social insurance," according to an ILO memorandum dealing with the agenda of the forthcoming Conference, on which the Conventions and Recommendations adopted by the Organization in the past are based, has been undergoing rapid transformation into a new concept. that of social security. The original systems have been widely extended and fundamentally changed. Furthermore, the less developed countries have begun to legislate on social security and have encountered special difficulties which the

existing Conventions, drafted mainly on the basis of European experience, do not take fully into account. To enable the International Labour Organization to fulfil its responsibility as the international agency competent for social security questions, it is appropriate that the progress of the last few years and the needs and experience of all regions of the world should be reflected in new or revised international instruments, and that fresh impetus and new objectives should be given to the social security movement. It seems, however, that the first step in a program of revision of the Conventions relating to social security should be not the revision of any particular Convention but the consideration of a new general social security Convention. It has seemed essential that such a new Convention should take fully into account the extent to which action can be taken, now and in the near future, in countries in which social security legislation is highly developed, as well as in countries in which social security legislation is still in its first stages. For that reason, this item is worded: 'Objectives and Minimum Standards of Social Security.'

The item will be given "first discussion" only at the 1951 Conference, under the ILO "double discussion" procedure,* and will be considered further at a later session.

* The usual practice of the ILO, in formulating international regulations on labour questions, is to consider a subject at two successive Conferences before adopting a text in final form.

Industrial Relations

This subject was given "first discussion" at the 1950 Conference (L.G., Aug., 1950, p. 1152). This year's Conference will consider the adoption of two Recommendations, one concerning collective agreements, the other concerning voluntary conciliation and arbitration.

Co-operation

The subject of co-operation between public authorities and employers' and workers' organizations has been on the agenda of previous Conferences, but in each case discussion has had to be deferred owing to the pressure of other business. The question is to be given "first discussion" this year.

Equal Pay

The 1950 Conference gave "first discussion" to this subject, which is now to be considered with a view to the adoption of a Convention and/or a Recommendation. A report on last year's discussion appeared in the August, 1950 *LABOUR GAZETTE* (p. 1155).

Agriculture

Last year's Conference gave "first discussion" to the question of Minimum Wage Fixing Machinery in Agriculture, and the adoption of a Convention and a Recommendation is now to be considered.

Holidays with Pay in Agriculture will be given "first discussion" at the 1951 Conference.

ILO at Work on Technical Aid Projects

The International Labour Organization is now at work on a total of 59 projects as part of its contribution to the United Nations-Specialized Agencies Expanded Program of Technical Assistance for the Economic Development of Underdeveloped Countries, according to a report made public in March by the ILO Director-General, David A. Morse.

Work has already begun on a number of the projects, others will be launched shortly, while others are still in the planning stage.

The projects have originated in requests from governments in Asia, the Near and Middle East, Latin America and Africa. Twenty-nine of these requests were addressed directly to the ILO. The remainder were addressed to other organizations participating in the program but the ILO will co-operate in carrying them out.

The requests cover practically all fields of activity falling within the ILO's competence.

Those from Asia are for assistance on problems concerning amongst others manpower, co-operation, women and young workers, social security, labour legislation.

Requests from the Near and Middle East ask for help on social security, co-operation, conditions of work, manpower, women and young workers, agriculture, industrial hygiene, industrial safety, economics.

Latin-American countries have asked for aid in the fields of manpower, women and young workers, social security, economics, conditions of work, co-operation, agriculture.

African requests concern manpower, co-operation, agriculture, conditions of work, and labour legislation.

The report announces that a number of highly qualified experts will be required to carry out the projects. It is also expected that a certain number of fellowships will be granted so that officials of the less developed areas may study methods in the leading industrial countries.

Industrial Relations and Conciliation

Collective agreements were recently consummated covering both operating and non-operating employees in important segments of Canadian railway systems. The Supreme Court of Ontario dismissed during February an application by the Canadian Seamen's Union for the quashing of the Order of the Canada Labour Relations Board revoking the union's certification as bargaining agent for a unit of employees of Branch Lines, Limited.

Introduction

A settlement resulting from direct negotiations was announced early in March in connection with a wage dispute between the Canadian National Railways and three running trade unions, namely, the Brotherhood of Railroad Trainmen, the Order of Railway Conductors and the Brotherhood of Locomotive Firemen and Enginemen. The agreement applied to the employees represented by the three unions on the Atlantic and Central regions of the CNR system, and provided for a wage increase of 13.1 cents per hour for employees operating in passenger service and 14.5 cents per hour for employees operating in freight service. Changes in eight important working rules were also reported to have been agreed upon, but details of the modifications were not available at the time of writing.

An announcement was made at the end of January that the Canadian Pacific Railway Company and the Brotherhood of Locomotive Engineers had reached an agreement by direct negotiations providing for an increase of 11 per cent in basic wage rates for locomotive engineers employed on the Pacific and Prairie regions of the Company's system. It was anticipated that the settlement would provide a pattern for negotiations in other areas.

Arising out of the award of the Hon. Mr. Justice R. L. Kellock, the arbitrator appointed in the matter of The Maintenance of Railway Operation Act to deal with the recent dispute between the major Canadian railways and two groups of unions representing their non-operating employees, there was filed with the Department of Labour early in February a master agreement establishing principles based upon the said Act and the arbitration award thereunder. The master agreement was dated January 30, 1951, and was signed by officers of the four railways affected and of the fifteen non-operating railway labour organizations with international affiliations and

the Canadian Brotherhood of Railway Employees and Other Transport Workers and the Brotherhood of Express Employees.

* * *

Following the unanimous adoption by the Canada Labour Relations Board of Reasons for Judgment revoking an order of November 20, 1947, certifying the Canadian Seamen's Union as the bargaining agent for the unlicensed employees of ships operated by Branch Lines, Limited, Sorel Que. (L.G., Feb., 1951, p. 190), an application was made by the Canadian Seamen's Union to the Supreme Court of Ontario by way of originating notice of motion for an order staying all proceedings and quashing the revocation order of the Board. The motion was made on the grounds that the Canada Labour Relations Board had no right or jurisdiction under the Industrial Relations and Disputes Investigation Act or otherwise to make the order of revocation, that the Board had no power to order decertification for the reasons given by it, that there was no evidence before the Board on which it could make the order revocation of certification, and that the Board's order was contrary to and constituted a denial or violation of natural justice.

The union's application was heard on February 7, 1951, and judgment was rendered by Hon. Mr. Justice Barlow on February 23 dismissing the application. In his written judgment, Mr. Justice Barlow examined in some detail the "very wide powers" given to the Canada Labour Rela-

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

tions Board under the Industrial Relations and Disputes Investigation Act and the Board's proceedings leading up to the revoking of the certification of the Canadian Seamen's Union in the Branch Lines, Limited, case. It was noted that the Board was given the widest possible latitude as to the evidence and information which it might receive and accept, and, that it was not limited to such evidence as might be admissible in a court of law. The Board had revoked the certification of the Canadian Seamen's Union on the ground that the union was not an organization of employees formed for the purpose of regulating relations between employers and employees. The revocation order was made by the Board under the powers given to it by Section 61 of the Act, which provides in part that if in any proceeding before the Board a question arises under the Act as to whether an organization or association is . . . a trade union, the Board shall decide the question and its decision shall be final and conclusive for all the purposes of the Act. The Board was also empowered to reconsider any decision or order made by it, and to vary or revoke any decision.

Following "a most patient hearing" the Board had reserved its decision, and later, through its chief executive officer, had advised the solicitor for the Canadian Seamen's Union by letter that it had decided to accept as evidence a certain

white paper of the British Government and certain reports and resolutions set out in the letter. It was also stated that the Board was prepared to receive any written representation with respect to the items mentioned which the union desired to submit for the Board's consideration. The solicitor for the union acknowledged the letter and the union's president wrote a letter in reply, but neither made any representations. The judgment of the Court found that the Board had proceeded within the four corners of the Act, in good faith and in a fair manner, and that it had given the parties an opportunity to be heard. Mr. Justice Barlow was satisfied that there was some evidence before the Board upon which it could make the revocation order, and that it was for the Board to decide the weight of evidence, not for the Court.

The judgment also dealt with the position of trade unions before the courts. In dismissing the union's application, Mr. Justice Barlow found that the Canadian Seamen's Union was not registered under The Trade Unions Act, RSC, 1927, c. 202, and that it was not a juridical entity and had no legal right to bring the application.

Notice of appeal to the Court of Appeal for Ontario from the judgment of the Hon. Mr. Justice Barlow was given by solicitors for the Canadian Seamen's Union in the early part of March. It was anticipated that the appeal would be heard during April or May.

The following statement concerns the scope and administration of the Industrial Relations and Disputes Investigation Act.

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The Branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the Board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within Federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legis-

lation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the Federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of Conciliation Officers, Conciliation Boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of

Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two

officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Certification and Other Proceedings Before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during the month of February. The Board issued six certificates designating bargaining agents and ordered three representation votes. During the month, the Board received 10 applications for certification, three applications for revocation of certification and one application for the amendment of a provision prescribed for the final settlement of disputes concerning the interpretation or violation of a collective agreement.

Applications for Certification Granted

1. The Communications Workers of America, on behalf of a unit of employees of the Northern Telephone Company Limited, New Liskeard, Ontario, comprising exchange, office, plant, installation and maintenance employees in the provinces of Ontario and Quebec (L.G., Feb., 1951, p. 190).

2. The International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, on behalf of a unit of supplies branch and engineering employees of the British Overseas Airways Corporation employed at Hangar No. 4, Montreal Airport, Dorval, Quebec (L.G., March, 1951, p. 346).

3. The Canadian Air Line Pilots Association, on behalf of a unit of pilots and co-pilots employed by Queen Charlotte Airlines Limited, Vancouver (L.G., Feb., 1951, p. 190).

4. The Canadian Communications Association, Local No. 6, Radio and Cables Department, ACA-CCL, on behalf of a unit of operating and engineering employees of the Canadian Overseas Telecommunication Corporation (L.G., Feb., 1951, p. 190).

5. The Canadian Communications Association, Local No. 6, Radio and Cables

Department, ACA-CCL, on behalf of a unit of clerical employees of the Canadian Overseas Telecommunication Corporation (L.G., March, 1950, p. 346).

6. The Brotherhood of Locomotive Firemen and Enginemen, on behalf of a unit of employees of the Canadian National Railways (Atlantic Region, Newfoundland District), comprising locomotive firemen, helpers, hostlers, and hostler helpers (L.G., Feb., 1951, p. 190).

Representation Votes Ordered

1. The Railway Station Employees' Local 526, Montreal, of the Hotel and Restaurant Employees and Bartenders International Union, applicant, and the Canadian Pacific Railway Company (Windsor Station restaurant personnel, Montreal), respondent (L.G., March, 1951, p. 346). The Board ordered the vote following an investigation of the application.

2. The Seafarers' International Union of North America, Canadian District, applicant, Victoria Tug Company Limited, Victoria, B.C., respondent, and the West Coast Seamen's Union (Canada), intervener (L.G., Feb., 1951, p. 190). The Board ordered the vote following an investigation of the application, the names of the applicant and intervener to appear on the ballot.

3. The Brotherhood of Locomotive Engineers and the Brotherhood of Locomotive Firemen and Enginemen, applicants, and the Canadian National Railways (Atlantic Region, Newfoundland District), respondent (L.G., Feb., 1951, p. 190 and Jan., 1951, p. 55). The vote of the locomotive engineers affected was ordered by the Board following investigations of the application and a public hearing of the parties concerned, the names of both organizations to appear on the ballot.

Applications for Certification Received

1. The National Association of Marine Engineers of Canada, Inc., on behalf of marine engineers employed on vessels of the British Columbia Steamship Company Limited, Vancouver (Investigating Officer: D. S. Tysoe).

2. Malt and Grain Process Workers (Local 105, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America), on behalf of employees of the Red River Grain Company Limited, St. Boniface, Manitoba (Investigating Officer: J. S. Gunn).

3. The National Catholic Syndicate of Longshoremen of Sorel, Inc., on behalf of longshoremen employed by the Eastern Canada Stevedoring Company Limited in the loading and unloading of vessels at Sorel, P.Q. (Investigating Officer: L. Pepin).

4. Local No. 38-163, International Longshoremen's Association, on behalf of longshoremen employed by General Sea Transportation Limited in the loading and unloading of vessels in the port of Vancouver (Investigating Officer: D. S. Tysoe).

5. Local No. 1, Flour and Feed Workers' Union, on behalf of employees of Great Star Flour Mills Limited, St. Mary's, Ontario (Investigating Officer: R. L. O'Neill).

6. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of freight handlers employed at Pointe au Pic, P.Q., by the Clarke Steamship Company Limited, Montreal (Investigating Officer: L. Pepin).

7. System Division No. 7, Order of Railroad Telegraphers, on behalf of a unit of employees in the Communications

Department of the Canadian Pacific Railway Company (Investigating Officer: R. H. Hooper).

8. Detroit Local, American Federation of Radio Artists, on behalf of radio announcers employed by the Western Ontario Broadcasting Company Limited in the operation of radio station CKLW, Windsor, Ontario (Investigating Officer: R. L. O'Neill).

9. Division No. 282, Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of garage employees of the Quebec Central Transportation Company, Sherbrooke, P.Q. (Investigating Officer: C. E. Poirier).

10. Local No. 507, International Longshoremen's and Warehousemen's Union, on behalf of first aid attendants employed by H. King Limited on board vessels in the ports of Vancouver and New Westminster, B.C. (Investigating Officer: G. R. Currie).

Applications for Revocation of Certification Received

During the month, the Board received from S.S. Texaco Brave, Limited, S.S. Texaco Chief, Limited, and S.S. Texaco Warrior, Limited, applications for the revocation of decisions certifying the Canadian Seamen's Union as the bargaining agent of unlicensed employees of each of the Companies.

Application Under Section 19 Received

During the month, the Board received from the Brotherhood of Railroad Trainmen an application for an amendment to the provision prescribed on April 24, 1946, by the Wartime Labour Relations Board for the final settlement of differences concerning the meaning or violation of the collective agreement between the Brotherhood and the Wabash Railroad Company.

Conciliation and Other Proceedings Before the Minister of Labour

Conciliation Officer Appointed

On February 19, the Minister appointed a Conciliation Officer to deal with a dispute between Canada Steamship Lines and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, affecting seasonal waterfront freight handlers of the Company at Fort William and Port Arthur (Conciliation Officer: R. H. Hooper).

Settlements Effected by Conciliation Officer

1. On February 12, the Minister received a report from R. Trépanier, Conciliation Officer, indicating the settlement of matters in dispute between Trans-Canada Air Lines and the Canadian Air Line Flight Attendants Association (L.G., Feb., 1951, p. 193).

2. On February 19, the Minister received a report from R. H. Hooper, Conciliation

Officer, indicating the settlement of matters in dispute between DeLuxe Transportation Limited, North Bay, Ontario, and the Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., March, 1951, p. 346).

Conciliation Board Appointed

On February 14, the Minister appointed a Board of Conciliation and Investigation to deal with matters in dispute between the Gatineau Bus Company Limited, Hull, P.Q., and Division 591, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America. The Board was appointed following receipt of the report of R. Trépanier, Conciliation Officer (L.G., March, 1951, p. 346).

Conciliation Board Fully Constituted

The Board of Conciliation and Investigation appointed by the Minister on December 27, 1950, to deal with matters in dispute between the Alberta Wheat Pool, Vancouver and Local No. 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (L.G., Feb., 1951, p. 193), was fully constituted on February 8 with the appointment of G. E. Street, Vancouver, as Chairman. Mr. Street was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, J. P. MacKenzie and James Bury, both of Vancouver, who had

previously been appointed on the nominations of the company and union respectively.

Conciliation Board Reports Received

1. On January 24, the Minister received the majority report and on February 7 the minority report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between Canadian Pacific Air Lines Limited and the Canadian Air Line Pilots Association (L.G., July, 1950, p. 1044). The texts of the reports are reproduced below.

2. On February 10, the Minister received the majority and minority reports of the Boards of Conciliation and Investigation appointed to deal with methods in dispute between the Canadian Press and the American Newspaper Guild and between Press News Limited and the American Newspaper Guild (L.G., Dec., 1950, p. 2054). The texts of the reports are reproduced below.

Conciliation Board Reconvened

On February 26 the Minister reconvened the Board of Conciliation and Investigation which had dealt with matters in dispute between Local No. 13173, District 50, United Mine Workers of America, and Eldorado Mining and Refining (1944) Limited, Port Hope, Ont. (L.G., March, 1951, p. 347). The Board was reconvened on the joint request of the parties to the dispute, who desired clarification of the recommendation of the Board concerning shift differentials.

REPORT OF BOARD in dispute between

Canadian Pacific Air Lines Limited, and Canadian Air Line Pilots Association.

The Board was appointed by the Hon. the Minister of Labour under date of March 20, 1950 and the Company having recommended the appointment of John Groves Gould of Vancouver, and the Pilots Association having recommended the appointment of Frank Robert Evans, K.C. of Winnipeg, the Minister on the 2nd of May, 1950 appointed James Edwin Eades as Chairman. The Winnipeg flood disaster at this time prevented Mr. Evans and the officers of the Pilots Association from attending a hearing and the parties agreed from time to time to delay same. At a later date Mr. Evans found that he could not be available and on August 15, 1950 on the recommendation of the Pilots Association the Minister appointed Mr. Ian Cameron to

On February 7, 1951, the Minister of Labour received majority and minority reports from the Board of Conciliation and Investigation appointed to deal with a dispute between Canadian Pacific Air Lines Limited and the Canadian Air Line Pilots Association (L.G., July, 1950, p. 1044).

The Board was composed of J. E. Eades, Chairman, J. G. Gould, company's nominee, and Ian Cameron, employees' nominee. All members of the Board were of Vancouver.

The text of the Board's majority and minority reports are reproduced herewith.

the Board in the place and stead of Mr. Evans.

A preliminary meeting of the Board was held on August 22, 1950 at Vancouver at which the members were sworn, the appointment of the Board and the appointment of the Chairman were filed, procedure was determined and after consultation with the representatives of the parties, place, dates and times were selected for the hearings. Sittings commenced September 5, 1950 at the Court House, Vancouver, B.C. and continued through to September 8. The Pilots Association was represented by its counsel, Walter C. Owen, Esq., K.C. and its President, Captain C. R. Robinson, and its Executive Vice-President, Mr. A. R. Eddie, and Captain H. O. Madden and Captain M. Knox were in attendance. The Company was represented by W. G. Townley, Esq., its General Manager of Operations, and by its solicitor, Mr. J. Clark, with Mr. K. Daykin, Manager of Personnel, Mr. H. Holleck Kenyon, Assistant Manager of Flight Operations, Mr. J. Gilmer, Assistant Comptroller, Mr. C. H. Pentland, Manager of Flight Operations, and Mr. F. Spencer of its Department of Public Relations in attendance. Both sides were given full opportunity to present their respective positions and to call evidence. Briefs were filed and a very large number of exhibits were filed and additional arguments submitted.

Following the sittings the Board conferred and was pleased to request the Chairman to consult with the representatives of the parties with a view to reaching an agreement satisfactory to both sides. The Chairman consulted with the representatives of the Pilots Association and the Company separately on the 11th, 12th and 13th days of September but although the ground appeared to be narrowed no agreement could be reached.

The members of the Board conferred on numerous occasions viz. September 27, October 4, October 6, October 19 and November 8. Delays were occasioned through members of the Board being engaged on other matters from time to time and being otherwise unable to attend but were with the knowledge and full approval of both parties which expressed the desire that ample opportunity should be given to the Board to canvass the issues and endeavour to reach a unanimous conclusion. The Minister, upon the request of the Chairman, was pleased from time to time to extend the time within which the Board should make its report and recommendations.

It was then reported to the Board that the Company purposed using four-engined

equipment. Although the question of hours and wages for Canadair IV was dealt with in the material filed and had been discussed before the Conciliation Officer these questions by agreement were not argued before the Board since the Company did not contemplate using four-engine planes. The Company had now purchased two D.C.4 aircraft and intended using same domestically. The Board at the request of the parties re-convened the hearings but it was not until December 14 that the parties could be brought together. Further briefs were then presented by the Pilots Association and by the Company with some further exhibits and further additional argument. The Board has subsequently met on several occasions and it is regretted that the recommendations of the Board are not wholly concurred in by Mr. Cameron who is filing a minority report.

At the outset the Pilots Association took the position that during negotiations and before the Conciliation Officer agreement had been reached upon certain matters which were to be included in the new agreement. These matters were as follows:—

1. Definition—Captain, First Officer, Second Officer.
2. Certain aspects of hours of service (domestic).
3. Expenses and income tax allowance for pilots permanently transferred to bases abroad.
4. Seniority.
5. Seniority list.
6. Loss of seniority.
7. Filling of First Officer vacancies on domestic.
8. Clauses covering definition of mountain terrain.
9. Clause covering reserve captain length of service for pay purposes.

The Company took the position that these matters represented substantial concessions and were agreed upon only tentatively and upon the basis that they should be included in the revised agreement only if full agreement was reached on all points. After discussion it was finally agreed by the Company that the said matters (called Appendix A being Exhibit 18 in the Pilot Association's brief and Exhibit 11 as marked on the hearing) should constitute a firm agreement without prejudice to the issues set out in the Company's brief (page 8, Paragraph 18) and subject to elimination of Section 2 of said Appendix A dealing with Canadair IV. One of the said issues referred to as an exclusion by the Com-

pany deals with hours of service and since the Company has now two D.C.4 ready for service which may be flown domestically the Board is of opinion and recommends that all of the said matters called Appendix A should be included in the proposed new agreement between the parties and for better understanding these matters are quoted hereinafter in the words of the said Appendix save with respect to definition of four-engine aircraft:—

“Section 1—Definitions

(a) As used in this agreement, the term “Pilot” means Captain, Reserve Captain, First Officer and Second Officer, as defined herein.

(b) *Captain* means the pilot member of the flight crew first in command of the flight and who is responsible for the manipulation of, or who manipulates, the flight controls of an aircraft while under way, including take-off and landing of such aircraft, and who is properly qualified and designated by the Company to serve as, and holds currently effective Department of Transport certificates authorizing him to serve as such Captain.

(c) Unchanged.

(d) *First Officer* means the pilot member of the flight crew second in command of the flight and any part of whose duty is to assist or relieve the captain in the manipulation of the flight controls of an aircraft, and who is properly qualified to serve as, and holds currently effective Department of Transport certificates authorizing him to serve as such First Officer.

(e) *Second Officer* means the pilot member of the flight crew, third in command of the flight, and any part of whose duty is to assist or relieve the Captain and First Officer in the manipulation of the flight controls of an aircraft while under way, including take-off, landing, and navigational duties of such aircraft, and who is properly qualified to serve as, and holds currently effective, Department of Transport certificates authorizing him to serve as such Second Officer.

Present (e) becomes (f), etc.

Section 2—Hours of Service

(a) No pilot shall be allowed to exceed the air hours specified herein; except as provided in sub-paragraph (iii).

(i)

In any calendar month.....
In any calendar year.....

(ii)

In any calendar month.....
In any calendar year.....

(iii) It is mutually agreed that the monthly air hours may be extended to a maximum of 95 hours for twin engine flat terrain operations and to 84 hours for twin engine mountain operations and four engine domestic operations, but in no case shall the air hours in any calendar year exceed the amounts specified in sub-paragraphs (i) and (ii) of this Section.

(b) Part year maximum flying hours shall be based on:—

(i) For twin engine domestic flat terrain operations, 85 hours for each full

month and 2:45 for each day of any part month remaining in the year at date of assignment to such operations.

(ii) For twin engine domestic mountain terrain operations and four engine domestic operations, 75 hours for each full month and 2:30 for each day of any part month remaining in the year at date of assignment to such operations.

Present (b) becomes (c).

(d) As present (c) unchanged, except specify Section 1, paragraph (j) instead of Section 1, paragraph (i).

(e) The Company specifically agrees that when a pilot reaches his maximum air hours as provided in paragraphs (a) and (b) of this Section he shall be relieved of all duty with the Company until the commencement of his next month or year as the case may be.

Section 3—Expenses

(e) Pilots permanently transferred to bases outside the territorial limits of Canada will be paid cost-of-living differential as established from time to time by Company policy, and the Company will advise the Association of its action in this regard, and will give consideration to any representations the Association may wish to make in this respect.

(f) When a Pilot's income taxes, on his compensation received from the Company, are increased by being based outside the territorial limits of Canada, the Company shall pay the difference between such taxes and the income taxes he would have paid on the same amount of compensation as a resident of Canada.

Section 4—Seniority

(d) When two or more pilots are employed by the Company as pilots on the same day, they shall be placed on the Pilots System Seniority List in accordance with the date of their first flight as an assigned pilot with the Company. If the date of their first flight is the same, the time (CMT) of departure shall apply.

Present (d) to become (e), etc.

Section 5—Pilots System Seniority List

(a) The Company shall on April 1 and November 1 of each year post on its bulletin boards at all stations where pilots are based a “Pilots System Seniority List” which will

Twin Engine Domestic Operations	
Flat Terrain	Mountain Terrain
85	75
1,020	900
Four Engine Domestic Operations	
75	
900	

embrace all Domestic and Pacific Lines Pilots. The list shall be compiled in the following manner:—

Section 7—Loss of Seniority

Delete present (b) and substitute:

A pilot laid off through reduction of forces shall continue to accrue seniority for a period of ninety days from the date of layoff, and thereafter if still laid off shall cease to accrue seniority but shall retain his accumulated system seniority.

Section 9—Filling of Vacancies

(f) First Officer vacancies shall not be bulletined beyond one step.

(l) The permanent captain assignments at each base and the pilots holding them shall be posted by the Company at all bases where pilots are stationed, and such lists shall be brought up to date at the commencement of each quarter.

Section 17—Rates of Pay—Domestic Operations

(a) (iii) Amended to read:—

Mountain terrain shall apply to routes now flown between Fort Nelson, B.C., and Fairbanks, Alaska, and between Vancouver, B.C., and Fort Saint John, B.C. and/or other comparable terrain as mutually agreed upon between the Company and the Association, prior to the inauguration of such new flying routes.

(b) Add new subsection (iii) to read:—

A Reserve Captain's length of service for the purpose of computing the Captain's rate of pay to which he is entitled shall be calculated on the basis of the number of days paid as Captain or one-half the total length of service from the date of designation as Reserve Captain, whichever is the greater.

General

It is agreed that the Company will furnish the Association with letters covering sick leave, and pilots missing, interned, or prisoners of war.

It is also understood that although the wording covering day-to-day expenses has not been changed, the amounts allowed for meals, etc., and future changes thereto will be the subject of agreement between the Company official concerned and the CALPA local chairman for each pilot division, and that allowance will be made in those amounts to cover gratuities."

The main issues in dispute fall into the following categories:—

1. Hours of service including a consideration of flying hours credit for vacation.

(a) Domestic.

(b) Pacific.

(c) Flying hours credit for vacation.

(d) Deadheading.

2. Salaries.

(a) Domestic.

(1) Captains and First Officers 2-engine equipment.

(2) Captains and First Officers 4-engine equipment.

(b) Pacific.

(1) Captains.

(2) First Officers.

(3) Second Officers.

(c) Reserve Captains.

3. Allowance for Uniforms.

4. Life insurance to be provided by the Company.

5. Limitation of time on overseas service.

6. Retroactivity of Pay increase if any domestic and of established rate Pacific.

The Pilots Association stated that the question of hours of service is inextricably bound up with that of salaries. Certain matters that require consideration do affect both but an attempt will be made to consider hours apart from salary. In the general economy of Canada present salaries of pilots stand comparatively very high and hours of service are comparatively very low. The former will be dealt with under the heading of salaries.

1. Hours of Service

The reason for short hour requirements is to ensure that the pilot at all times in the operation of an aircraft is fully alert to appreciate flying conditions and the condition of his aircraft. Much has been written on the question of flight time limitations. A memorandum prepared for the Department of Air Transport by Mr. A. R. Eddie, Executive Vice-President of the Pilots Association, was filed with this Board in which it is stated:—

"The piloting of aircraft in scheduled service involves intelligent action of the type which depends upon an insight into the connection of things and events and upon their casual relationships; the exercise of vigilant forethought, rapid and accurate movement, split second timing, muscle co-ordination and integration involve essential nervous processes which are most extravagant in energy expenditure.

The pilot's duties, most calculated to induce mental fatigue, are also of the type which suffer most from its effects. Where in industry, fatigue causes a falling off in production, in the case of the pilot the usual symptoms, inability to pay attention, failing memory and reduced capacity to concentrate and co-ordinate, may have fatal results.

Flying consists of periods of routine interspersed with crises of intense activity. During the former it is mainly necessary to maintain a constant watchfulness, and any associated strain comes from inability to make significant changes of position and from such things as noise, vibration, altitude and variations from optimum temperature and humidity."

"As an Association of professional Air Line Pilots, we subscribe to the well established basic maximum of 85 hours per month for a standard airliner such as the DC-3, flying over flat terrain. We have also established with the air line companies by agreement and by custom that 75 hours should be the basic maximum per month for mountainous terrain and for aircraft of the type of the DC-4M.

While holding to these principles we have, in sympathy with the economic desires of the air line companies, lengthened the unit limitation period from the month to a quarter, and in some cases to a year, in order that the companies may make good an average production of flying hours per pilot coinciding as nearly as possible with the maximum."

"Hours of service on overseas routes present a slightly different problem owing to the length of runs. With present aircraft speeds, too strict limitation over short periods would work a definite hardship on the companies, and there is probably more justification for lengthening the unit period on such operations provided that good judgment is observed in avoiding dangerous crew fatigue. Particularly must there be no pressure, either explicit or implied, on a captain to commence a flight or to complete it once started, if in his judgment he or his crew are too tired to do so."

"The International Federation of Air Line Pilots Associations, of which this Association is a member, recently ratified the following basic maximum hours of work for pilots:—

	Hours
Day	9
Week	36
Month	85
Quarter	255
Year	935

A note is attached to the effect that "it is felt that this Resolution should be elastic at the present time."

On the other hand it appears that the generally recognized limit of 85 hours per month and 1,020 per annum were fixed by an arbitration board in the United States in 1933 and afterwards approved by legislative enactment when flying conditions were considerably different than they are today. Mr. Holleck-Kenyon, who gave evidence before the Board, has been a commercial pilot for most of his adult life and is one of the most experienced pilots in Canada. In the Spring of 1930 he flew what was known as the Prairie Air Mail route between Moose Jaw and Calgary and continued to fly that flight for several years. At that time single engine aircraft were in common use and all had open cockpits. The pilot sat behind a small windshield and the primitive heating arrangements were quite inadequate for the prairie winter. Aids to navigation for the years 1930 to 1932 consisted of flashing beacons which while of considerable assistance on fine nights were of no value in bad weather. Weather information consisted of telegraphed reports from railway agents on the route ahead. At Moose Jaw there was a weather report from the agent at Swift Current and at Swift Current a report from the agent at Medicine Hat and at Medicine Hat a report from Calgary. The operating practice then was to take off and endeavour to proceed until forced down by weather conditions. In one flight out of every ten weather forced the plane to land and the objective in such case was to try to land somewhere where the mail could be placed on a train. In 1932 radio ranges were installed and the pilot was supplied with low power receivers but since no training was given in their

use the pilots either did not use them at all or obtained little assistance. There was therefore in 1933 no instrument flying while today less than one per cent of flights are affected by weather conditions either at the terminals or in the air. In the opinion of Mr. Kenyon the larger and more modern aircraft are easier to take off, easier to fly and easier to land than the smaller aircraft and the aids that have been introduced in many ways make the task of the captain easier.

It was argued by the Company that definite tangible nerve strain was imposed on the pilot in 1933 whereas today with the technological advances that have taken place in flying it is no longer considered to be hazardous. Flying is a safe method of transportation. We now have reliable engines, pressurized aircraft, reliable aids to navigation, many more and much improved airports, reliable and extended meteorological information.

It may be that the speedier craft of today present problems to the pilot which were lacking in the older days of aviation and it may be that the very technological improvements in the craft itself have some bearing on fatigue. Figures were given of photographic improvements referred to by Dr. McFarlane in his book "Human Factors in Air Transport Design" showing that during an approach and landing of a B.29 in a period of approximately 5 minutes 116 movements are required of the pilot. The average time for each motion ranged from 1.8 seconds to 3.8 seconds and on the accuracy and timing of many of these motions the safety of the aircraft and of all on board depend. Undoubtedly particularly in take-off and landing some of these motions must be made exactly and the pilot must be alert.

Whatever the relative "wear" on a pilot may be as between the present and the past there has not been any serious effort by operating companies to increase the number of permissible flying hours of its pilots, and speaking generally it appears that the tendency is rather to reduce the hours than to increase them with the advent of the speedier craft. It may well be that with the introduction commercially of turbo-prop and jet aircraft that the whole problem will have to be carefully canvassed.

Since, however, domestically the Company and the Pilots Association have agreed on an 85-hour month plus 10 hours permissible overtime when flying flat terrain and 75-hours monthly plus 10 hours permissible overtime when flying mountain terrain (subject to such provision as may be recommended by way of vacation and

deadheading allowances) there remains only the question of hours of service to be allocated to pilots engaged in overseas operations.

(b) Hours Pacific

The Company takes the position that there is no sound reason for restricting the hours of service of pilots on trans-oceanic service any more severely than of pilots flying domestically over flat terrain. All the present equipment is pressurized and the aircraft are equipped with automatic pilots for use on the long uninterrupted flights. Airports which are used are exceptionally well equipped and aids to aviation more elaborate than anything available on domestic routes. In addition the captain has two other officers to assist him as compared with one on domestic service. The Company suggests that the hours be fixed at 1,020 per annum. The Pilots Association requests that the hours be fixed at 900 per annum plus a permissible overtime of 120 hours which would indicate that the Pilots do not feel that the time is excessive. This Board therefore recommends that the maximum number of hours of service permitted for pilots flying Pacific duty be 1,020.

In considering further limitation of hours in overseas operation to quarterly and monthly the normal operating procedure should be reviewed. Two operations are scheduled by the Company, one from Vancouver to Sydney called South Pacific, and one Vancouver to Hong Kong called North Pacific. On the South Pacific flight the pilot leaves Vancouver at 9 a.m. Wednesday, flies directly to Honolulu or makes a fuel stop at Portland or San Francisco and arrives at Honolulu on the same day at 9 p.m., he stops over 35 hours or until 8 a.m. Friday and proceeds to Canton Island where there is a stop-over of one hour and thence a further 5 hours and 20 minutes to Fiji arriving at 9 p.m. on Saturday (the International Date Line is crossed so that outbound a day is lost and inbound a day is gained). There is a stop-over of 12 hours during the night and he leaves Fiji at 9 a.m. Sunday arriving at Sidney at 3:30 p.m. in the afternoon. The pilot remains in Australia from Sunday afternoon until Tuesday morning and departs again for Fiji leaving the following morning for Canton Island where the plane is refueled and proceeds to Honolulu arriving at midnight Tuesday. He remains at Honolulu until midnight of the following night and then departs to Vancouver. If winds are favourable the latter flight is about 12 hours, if unfavourable and he

proceeds by way of San Francisco he will normally arrive in Vancouver about 6 p.m. Thursday afternoon.

A pilot is therefore away on the South Pacific flight for a period of eight days during which his flying time is about 72 hours. Apart from some training and other special duties the pilot is then off for twenty days. It will therefore be seen that a limitation of 85 hours per month would mean a normal 72 hours per month unless the South Pacific pilot could be placed on other duty. It should be said that at the present time during the Korean situation South Pacific pilots are occasionally used for an emergency flight to Shemya.

On the North Pacific route the position is different and from it has arisen a problem of deadheading which is dealt with later. Normally the flight leaves Vancouver at midnight on Monday flying via Shemya, the second island in the Aleutian chain, to arrive at Tokyo at 8:30 p.m. on Tuesday (the International Date Line is crossed so, as in the South Pacific flight, one day is lost here outbound and one day gained inbound). It leaves Tokyo two hours later and arrives at Hong Kong at 7 a.m. Wednesday. Returning the flight leaves Hong Kong at 11:30 a.m. Thursday and arrives at Tokyo at 10:30 p.m. and then by Okinawa to Shemya and thence to Vancouver arriving at 8 a.m. Friday. Normally there were no lay-overs on this route except at Hong Kong until the Korean airlift, in which the Company takes part, made it necessary to sleep a complete crew at Tokyo and a Captain and First Officer at Shemya. These crews are flown to these points as passengers. The now normal procedure in the Orient is that a crew remains there for a month. The Company provides hotel accommodation and other expenses. The pilots fly between Tokyo and Hong Kong—a 9-hour flight—lay-over at Hong Kong for 24 hours and make the return flight to Tokyo where they stay for a week and then make another flight to Hong Kong. After four trips, which are made in a period of a month, the air crew returns to Vancouver as passengers and a new crew takes over. The flying time at Tokyo is therefore about 72 hours. At Shemya the Captain and First Officer remain a period of about three weeks.

It is therefore a matter of considerable difficulty at the present time to work out a reasonable schedule which would restrict service to 85 hours per month and at the same time allow the Company to make use of the services of its pilots during the full

flying period. However, to leave the hour limitation on the annual basis might involve the pilots too heavily under abnormal conditions which continued for some time. It is therefore recommended that the maximum permissible flying hours be 265 per quarter and that at the present time they be not broken down to the monthly basis. It has been said that any quarterly or annual maximum might create a hardship under special circumstances and the Board recommends that the following be inserted in the agreement:—

“No pilot shall be allowed to exceed the air hours specified herein (except under extraordinary circumstances) and any question arising herein shall be deemed a grievance.”

(c) *Vacation Credits*

The Pilots Association proposes that when a pilot is on vacation his flying time should be credited with two hours 45 minutes flying time each day if he is engaged on flat terrain and 2 hours 30 minutes each day if he is engaged on mountain terrain. The Company agrees that these credits be allowed against flying hours for the month in which vacation is taken but maintains that this time should be charged against the annual limitation of hours flown. The Company's position is that pilots receive abnormally high wages for working exceptionally short hours and cannot expect to retain this favoured position by further restricting the service they are prepared to render.

If effect were given to the Company's position the pilots would not be given effective holidays or effective holiday pay and the Board recommends that the limitation of hours on flat terrain and overseas be reduced by 38½ hours per annum to 981½ hours and mountain terrain from 900 hours to 865 hours per annum.

(d) *Deadheading*

As mentioned above this problem applies only to the North Pacific run. About 2½ times a year pilots are required to take a flight as a passenger of about 20 hours each way Vancouver to Tokyo and about twice a year Vancouver to Shemya. It is said that the problem of avoiding deadheading is much greater in an extensive system such as this which cannot be closely integrated and that if deadheading were not permitted or if there was allowance for deadheading time against flying hours the operation would have to be changed so as to require some of the pilots to live at their own expense at Tokyo and Shemya. Since most of the pilots are married and many have children of school age and living conditions at both of these places are unsat-

isfactory, especially at Shemya, it is said that the present method is to the advantage of the pilots as well as the Company. Only two airlines give full credits for deadheading. One is Trans-Canada Airlines and the other a small line known as Hawaiian Airlines operating out of Hawaii. Certain others give credits to First Officers under certain conditions.

The Board is of the opinion that every effort should be made to reduce and if possible to eliminate deadheading. It interferes with the time of the individual concerned and in effect he is giving his time to the service of the Company even though he is flying as a passenger and with passenger comforts. In this particular operation at this time the Board finds it difficult to place a definite restriction on the number of hours beyond which deadheading time should be credited to flying hours and recommends that the following be inserted in the agreement:—

“Every reasonable effort shall be made to avoid deadheading and if 150 hours per annum are exceeded such excess shall be credited to the annual quota of flying hours.”

2. *Salaries*

The Pilots Association requests:—

An increase in salary for Captains and First Officers flying twin-engine aircraft at present in use by the Company.

A new salary (none exists at present) for Captains and First Officers who will fly four-engine aircraft over domestic routes.

A new salary (none exists at present) for Captains, First Officers and Second Officers flying the Pacific.

It is admitted by the pilots that a halt must be called—and soon—in the upward spiral of wages and prices and that pilots are among the highest paid salaried men in Canada. It is said that he belongs in this fortunate group because of his importance to the operation of airlines, his technical ability and the weight of his responsibilities. But because of spiralling prices and other wages and salaries the position of the pilot in the economy of the nation has lowered while his relative value to the Company has increased. It is said that as aircraft increase in size the pilot accepts heavier responsibility, transports more passengers, more freight, more express and more air mail per aircraft flown. As aircraft increase in complexity in the pursuit of greater efficiency, speed, regularity and passenger comfort the technical knowledge and skill of the pilot has increased to keep pace. It is said further that hazard has increased in some cases on

domestic lines in that there are some instrument flying routes where other machines neither report their position nor are aware of the position of others and when CPA pilots let down on instruments below the ceiling these aircraft can—and in some cases do—give rise to danger of collision. The North Pacific route, too, is flown through difficult and dangerous weather conditions and these hazards have lately been increased by the proximity to the war area. Hazard also has increased on both North Pacific and South Pacific routes by the congestion arising from the phenomenally increased airway traffic due to the United Nations war effort.

In considering the question of hazard neither the Pilots Association nor the Company produced any figures that would guide in considering comparative accident frequency per air mile as of this date compared with earlier flying days. There is no doubt that air accidents are frequently spectacular and as such obtain much publicity. The recent accident which occurred during Christmas week near Pentteton in British Columbia now under investigation in which the Captain and First Officer were killed while all of the fifteen passengers were saved undoubtedly will go down in the annals of commercial flying as a record of heroism in the face of almost certain death. The captain who goes down with his ship shows an inspirational fortitude but a pilot who so lands his craft that irrespective of almost certain injury or death to himself his passengers will have a more reasonable chance of escape deserves commendation far above ordinary praise. Yet from the point of view of comparative hazard scarcely two weeks previously two engines of the Canadian National Railways, one heading a passenger and the other a troop train, collided head on at Canoe in British Columbia within comparatively few miles of the place where the planes crashed. Again for comparative purposes it should be noted that it was published in the press recently that Vancouver Airport during the year 1950 handled an average of one thousand passengers per day.

The Pilots Association takes the position that its salaries should be higher in general than those paid by Trans-Canada Airlines and more in line with those paid by United and North-West Airlines which are United States operated companies. The Company takes the position that the difference between the United States and Canadian economy makes comparison impossible and that the history of Canadian Pacific Airlines and its present competitive position and the fact that TCA operates a "prestige

service" makes the comparison with TCA unsound. At present, as is explained later, Captains on domestic lines of the Company are paid on what is called "formula type pay" i.e. they receive a fixed monthly sum together with flying pay which on flat terrain is on the basis of \$5 per hour flown and on mountain terrain on the basis of \$6.25 per hour. Formula type pay is also used by North-West Airlines but Trans-Canada Captains are paid on a flat rate basis and First Officers on all of these lines and most others are paid on a flat rate basis. The following are the Pilots Association proposals, the Company's proposals worked out on a flat rate, TCA's flat salary and North-West Airlines' formula salary reduced to flat with respect to domestic mountain terrain:—

CALPA PROPOSAL

Domestic Captain
(Flat Salary)
Mountain Terrain

	75 hrs.
1st year.....	\$615
2nd year.....	665
3rd year.....	715
4th year.....	765
5th year.....	815

CPA PROPOSAL

Domestic Captain
Present Twin Engine Equipment
(Formula Salary)
Mountain Terrain

	75 hrs.
1st year.....	\$660
2nd year.....	675
3rd year.....	690
4th year.....	705
5th year.....	720
6th year.....	735
7th year.....	750
8th year.....	765
9th year.....	780

TCA

Domestic Captain
DC-3 Equipment
(Flat Salary)
Mountain Terrain

1st 6 months.....	\$450
Next year.....	600
	600
Next year.....	700
	700
After 2½ years.....	800

NORTH-WEST AIRLINES

Domestic Captain
DC-3 Equipment, 26,200 lbs., 160 mph.
(Formula Salary)
Mountain Terrain

	75 hrs.
1st year.....	\$817.08
2nd year.....	833.75
3rd year.....	850.41
4th year.....	867.08
5th year.....	883.75
6th year.....	900.41
7th year.....	917.08
8th year.....	933.75

With respect to First Officers the Pilots Association proposals, TCA present rates, United Airline present rates and North-West Airlines present rates are as follows:—

CALPA PROPOSALS

Present Twin Engine Equipment

1st 6 months.....	\$270
2nd 6 months.....	320
3rd 6 months.....	320
4th 6 months.....	370
5th 6 months.....	370
Thereafter	420

TCA Present First Officers

1st 6 months.....	\$270
2nd 6 months.....	320
3rd 6 months.....	370
4th 6 months.....	400
5th 6 months.....	
6th 6 months.....	
7th 6 months.....	
8th 6 months.....	
9th 6 months.....	
10th 6 months.....	
11th 6 months.....	
12th 6 months.....	

ends earlier than employment in most other vocations. *In considering this point it should be remembered that it may and usually does commence earlier.*"

Quoting further from the said Conciliation Board's report:—

"To sum up, to be a pilot with TCA does not require large intellectual attainments or high educational standards. He must be healthy and have all his faculties. He must be a personable young man of character. He must have emotional stability, good judgment, and above all he must be steady, reliable and dependable."

UNITED AIRLINES

\$290
310
335
360
385
410
435
460
485
510
540
570

NORTH-WEST AIRLINES

DC-3
\$270
290
310
330
350
370
395
420
445
475
505
535

The salaries of TCA pilots were investigated at length by a Conciliation Board appointed in February, 1948 under the chairmanship of Mr. Justice J. E. Adamson. The Board's report signed by the Chairman and Mr. R. D. Guy, K.C. reported its findings on August 10, 1948. The majority report is filed as part of Exhibit 18 being the Company's Exhibit 7, and therein it is stated as follows:—

"During the argument and in the comprehensive briefs which were filed, not one word in criticism or complaint was made as to working conditions. It must be found as a fact that the TCA pilot enjoys working conditions, advantages and benefits, together with a degree of security difficult to equal anywhere in any occupation.

To become a pilot an expensive investment in a formal education is not necessary. TCA does not insist on a fixed standard of education as a requirement for acceptance as a pilot trainee. Stress is laid on the ability to perform the duties assigned and not a scholarship. An analysis of the educational qualifications of TCA's pilots shows that:—

- 1.27% have grade 7 or 8 standing.
- 6.30% have grade 9 or 10 standing.
- 73.30% have grade 11 or 12 standing.
- 17.53% have some university education, and
- 1.6% are university graduates.

100%

This is a most moderate and inexpensive education and takes few if any of the adult years. No profession, and very few if any of the more highly paid positions in business or industry are attained with so little academic education and so early in life. It has been submitted that a pilot's flying life

and again:—

"One reason urged for high wages for flying personnel is that flying life expectancy is shorter than in business and industry. To what age pilots generally may be able to carry on as such is a moot question. The business of flying on its present scale is of such recent growth that statistics do not tell the whole story. TCA's exhibit 23.1 shows the age distribution of pilots in U.S.A. owned aeroplanes. That exhibit is, in part, as follows:—

Age Groups	Number	All Airline Pilots Per Cent
24 and under.....	269	3.7
25-29	2,869	39.6
30-34	2,169	30.0
35-39	1,232	17.0
40-44	464	6.4
45-49	139	1.9
50 and over.....	95	1.4
Total	7,237	100.0

Considering the recent growth of the flying industry it is to be expected that the percentages of those in their 40's and 50's will greatly increase in the years to come.

The average of TCA's Captains is 29.8 years and the average age of First Officers is 26.8 years. These low averages are due to the fact that TCA is young and that commercial flying in this country is a comparatively recent development."

and again:—

"It can be stated with certainty that the present flying life expectancy of a pilot is much longer than was that expectancy when TCA pilots' wages were first fixed in 1938. That element, therefore, as justifying high salaries is substantially reduced."

"Because of this situation commercial airlines had to compensate for this Risk or Hazard by offering high wages.

Today, commercial airlines are equipped with the most modern aircraft, navigation, communication and airport facilities.

The hazard involved in flying a modern aircraft on a modern airline is no greater than the hazard in occupations representative of many major industries in Canada and should have little weight in the consideration of pilots' wages."

Age Groups	CPA Active Captains as at May 1/50	
	Number	Per Cent
25-29	1	3.03
30-34	10	30.31
35-39	11	33.33
40-44	8	24.24
45-49	1	3.03
50 and over.....	2	6.06
	33	

Information before the Board indicates that no sufficient study has been as yet made to determine with any accuracy what a flying life may be.

With respect to First and Second Officers, the latter of whom are new employees employed as navigators, similar figures in respect to educational qualifications for the Company are as follows:—

- 5.4% have grade 7 or 8 standing.
- 17.9% have grade 9 or 10 standing.
- 58.9% have grade 11 or 12 standing.
- 14.3% have some university training.
- 3.5% have graduated from university.

The cost of flying training if obtained by an applicant at his own expense before seeking a position with the Company is shown in Exhibit 30 as \$1,076 in order to obtain a commercial licence and an additional \$340 or 45 hours of link training and dual flying to obtain instrument rating. For the past eight years pilots employed, with few exceptions, learned to fly in the Armed Forces. This policy has now changed and pilots of 21 years and upwards are employed. The last few have ranged in age from 22 to 28 and the Company now is endeavouring to employ pilots of 21 who have the necessary certificate qualifications. The time to obtain the hours of flying experience is estimated as being within three or four months. The Company is very particular about the medical fitness of a candidate and from the many hundreds of applicants only a comparative selected few are interviewed and of those many are found unfit. Candidates are put through a very stringent examination by the medical officer for the reason, it is said, that the Company deems it necessary in the interests of safety and from the pilot's point of view he would not want a latent condition to develop which would prevent him from flying after he has spent some years as a pilot and reached a highly satisfactory position. After

an interview and a short theoretical assessment examination if the candidate is considered suitable he then goes to the medical examiner. At this point the percentage of rejects would run about forty per cent. Then if a vacancy occurs the candidate is offered an appointment and he undergoes a series of specialized medical examinations, examinations on operation, regulations and traffic and a course with respect to flying the particular aircraft upon which he will be engaged. The entire procedure takes two or three weeks. The candidate is taken on payroll at the commencement of ground training.

Comparisons with other professional occupations show that the admission by the pilots of their favoured position in respect to salaries is fully warranted. A somewhat related comparison would seem to be with ships' officers and here the favoured position of the pilot is amply demonstrated. A First Officer of a coastal steamship earns from \$245 to \$267 per month as compared with an airlines First Officer who receives \$370 per month after two years' domestic service and up to \$460 per month on Pacific operations. The Ship's Officer is also required to be certificated and only reaches his position after years of service as third and second officer. In coastal duties Captains in charge of the larger vessels of the Canadian Pacific receive from \$344 to \$410 per month as compared with airline captains of from \$605 per month domestic to the proposed maximum of \$1,000 on Trans-Pacific flights. The steamship captain is in command of a ship carrying a crew from 110 to 150 and up to 1,500 passengers and costing at present day prices in the neighbourhood of three to four million dollars. The steamship captain has normally served from 25 to 30 years before taking command of a passenger ship. His responsibility in the coastal service includes an intimate knowledge of the many intricate and dangerous coastal channels under all conditions of weather and tide. He has navigational assistance but during fog and particularly in snowstorms navigation is extremely dangerous and nerve-racking although modern radar equipment where supplied is of great assistance. The responsibilities of the Master of a trans-Atlantic liner include elaborate navigational requirements and they are greater than the responsibilities of Captains in coastal service. The airlines Captain, however, rises after a few years service to a wage level considerably above that applicable to the master of the largest passenger liner in the Canadian Pacific fleet.

As against the problems which are inherent in an aircraft and which are not common to both, a ship's officer has disciplinary authority over the crew and is responsible in an emergency for the conduct and safety of a large passenger complement.

Nevertheless, young men of high intelligence, high physical condition and above average in personality are selected from hundreds of applicants. The pilot must maintain himself at all times in first-class physical condition and be alert to conditions which might arise. The splendid standard that has been maintained to date in the Canadian Pacific Airlines should be continued and this Board is not of opinion that the present salaries should be lowered but rather that some increase should be given in domestic service and a reasonable salary rate fixed in Pacific service.

As has been said, the Company took the position that comparison in wage or salary rates paid to pilots in the United States and those paid in Canada is not proper. In 1943 the question of comparison of wage rates between Canada and the United States came before the National War Labour Board and in its reasons for decision found in Case File N-1300 Decision R.D. 242 it was said:—

"In order to make proper comparisons with wage rates paid in similar jobs, positions or occupational classifications in countries other than Canada there would be required an involved and detailed study and examination of and inquiry and investigation into very many factors and conditions which were never contemplated by the Order. The whole policy of control of wages and prices in this Country is entirely distinct and unrelated to the economy of the United States."

In 1948 a Board of Conciliation under the chairmanship of Mr. Justice J. C. A. Cameron dealing with the same question in regard to railway rates of pay stated as follows:—

"For many years the request for parity with United States wage rates has come before Boards of Conciliation and Investigation and before the National War Labour Board. So far as we are aware, it has always been rejected. This Board is also of the opinion that there is no ground for adopting it on the present application."

The minority report made by the employees' nominee agreed in the following:—

"It may well be that as the economies of the two countries and the development of the Canadian railways evolve in the future a return to the principle of parity may become warranted and, indeed, justified. At the present time, however, the disparity in the economies of the two countries of their respective railways, and indeed of the wage structures, have been so altered that

parity in wage rates, as requested, though having some moral force, would appear to be difficult and impractical."

Mr. Justice J. O. Wilson appointed as chairman of a board of conciliation in 1950 dealing with the same question of railway wage rates stated as follows:—

"It is abundantly clear that wages of all workers, not only of railroad employees but of all classes of wage-earners are higher in the United States than they are in Canada. The same is true of the salaries and earnings of executives and professional men in the two countries. The fact is that the United States possesses a richer and more mature economy than Canada and that, presently at any rate, our production is not such as to afford us so high a standard of living as there is in the United States. Under present conditions sensible Canadians will, as they must, accept the fact that the earnings of the average Canadian are less than those of the average resident of the United States.

If International comparisons of wage levels are to be made, the rates of wages in other countries with less mature economies than that of the United States might be compared with those in Canada. Australia, New Zealand and South Africa are examples which spring to the mind. If these comparisons were made, it would, we think, be found that Canadian wage levels are a matter for pride. To select, as the only standard of comparison, the wages paid in what is admittedly the richest country in the world, does not appear to us to be sound."

In comparing Canadian pilots' wages with rates of United States pilots, in the report of the Conciliation Board under the chairmanship of Mr. Justice Adamson hereinbefore referred to he stated as follows:—

"When TCA first employed pilots, the wages paid, no doubt, approximated what pilots in the U.S.A. earned. At that time the Canadian economy and the economy of the U.S.A. were close together. Today they are far apart.

The decisions of the National War Labour Board and Canadian Conciliation Boards have recognized that there are fundamental differences in the Canadian and American economies, and have unanimously held that any comparison of wages should be confined to wages in Canada."

It is not necessary to deal at length with the reasons for the difference existing in the two economies but the quotations above mentioned amply demonstrate the position taken by the Company and with this contention this Board agrees.

The rates of pay paid to pilots by companies operating out of Australia, Great Britain, France and other countries are considerably below those paid in the United States or in Canada.

The economy of these countries is not similar to that of Canada and therefore also forms no satisfactory basis for comparison.

The Company further argues that it is not sound to compare wage rates paid by Trans-Canada Airlines with those to be paid by a private operation. Trans-Canada Airlines is a government-owned operation. It provides air transportation domestically on selected monopoly routes and provides air transportation between Canada and other countries. The Company is not permitted to operate in competition with Trans-Canada; East-West routes domestically are reserved by legislation specifically for TCA. The Company came into being in 1942 by the consolidation of a number of previously independent operations i.e. Arrow Airways Limited, Canadian Airways Limited, Dominion Skyways Limited, Ginger Coote Airways Limited, MacKenzie Air Services Limited, Prairie Airways Limited, Starratt Airways and Transportation Limited, Wings Limited, Yukon Southern Air Transport Limited and a controlling interest in Quebec Airways Limited. Letters patent were granted to Canadian Pacific Airlines Limited on January 31, 1942. Previously it had been government policy that no railway line could operate in the air field and then restricted operations were permitted. The routes mainly flown by the Company domestically are North and South. At the end of 1949 the Company owned thirty-six aircraft and during the year 1949 flew 4,350,498 revenue miles in domestic service and 419,811 revenue miles in Trans-Pacific service. Revenue passengers carried during this period were 125,984 on domestic and 842 trans-Pacific. TCA flew in domestic operations during 1949—16,364,733 revenue miles. Its domestic route mileage of 8,085 represents about thirty-nine per cent of the total in Canada while its revenue miles were nearly seventy-five per cent of the total revenue miles flown in domestic operations. TCA's financial results show a deficit in 1946 of \$1,269,624 domestically increasing in 1949 to \$1,419,444. Its deficit in trans-Atlantic was \$136,303 in 1947 and increased to the sum of \$2,898,149 in 1949. The Right Hon. Mr. Howe, Minister of Trade and Commerce, stated in the Company's Railway Committee on April 3, 1950 in answer to questioning as follows:—

"It is a prestige service in a way. If the travel increases we will be able to pull out of the red. If we can justify an increase in the number of aircraft we will probably make a much better showing."

And again:—

"In the 1948 reports it was said that until Canada has a larger population or until the basic costs of air transport are reduced international flying must be regarded primarily as a long-term investment. I think that is a fair statement."

And again:—

"All you can do is to keep fighting the deficit and to build up traffic as much as you can."

Canadian Pacific Airlines, being a privately-owned company, must operate on the basis of economic factors in order to become a profitable enterprise. It is by legislation not an integrated system but must be rather a series of disconnected operations scattered across the country.

In addition to handling a monopoly of the principal traffic routes in Canada and serving the principal centres (CPA being limited to North and South routes with one exception i.e. Vancouver to Calgary), TCA is directly associated with the carriage of mail. TCA on certain of its routes carries mail under contract with the post offices but other scheduled carriers only carry mail which is posted as air mail. First-class mail does not go by air on the routes of the Company but goes TCA. Again there are what may be described as hidden subsidies in respect of TCA. Airports are provided by the Department of Transport. Aids to navigation are also provided and staff to man the same. In many cases, such as at Williams Lake, Val D'Or and Rouyn, the Company must provide its own airport. In most cases radio ranges are provided by the Company and manned at its own expense and there is no operating revenue from these. TCA does pay a nominal landing fee but that also is applicable to the Company.

It was said that wages to employees of the Canadian Pacific Railway and of the Canadian National Railways, one of which is government owned and the other a private enterprise, are similar. The answer to this argument is that the privately-owned railway has always been the yardstick whereas in air travel the government-owned operation was first in the field with a definite monopoly and because of its subsidized character should not and cannot be the yardstick.

The differences between the two are so substantial that the Board is of opinion that the salaries paid to pilots of the Company should not necessarily be the same as those paid to TCA. Nor are the salaries paid to pilots of Queen Charlotte Airlines, Maritime Central Airways and Central Northern Airways, all of which are scheduled Canadian airlines, to be relied upon in fixing the salaries of the Company pilots. All of these operations are small and confined. Queen Charlotte Airlines pays its captains a basic salary commencing at \$155 per month for the 1st year and raising to \$215 per month for the 5th and

succeeding years together with \$3 per hour flying time for a maximum monthly flying time of 100 hours. Maritime Central pays a flat salary basis to its captains commencing at \$350 per month for the 1st year and increasing to \$450 for the 3rd and subsequent years. Limit of time is 85 hours. Central Northern Airways pays a basic salary of \$130 for the 1st year increasing to \$180 in the 6th and subsequent years together with 3 cents per mile flying time. First officers are used by QCA and MCA and in the former are paid a basic salary of \$155 per month for the 1st 6 months increasing to \$215 in the 3rd year and thereafter together with \$1 per hour flying time while in the latter operation 1st officers commence at \$200 per month flat salary increasing to \$275 for the third and subsequent years. It will be noted that the present salaries paid to pilots by the Company both on flat and mountain terrain greatly exceed those paid by any of the other scheduled air services save TCA.

There is other unscheduled service in Canada. The British Columbia government operates one aircraft and employs one pilot at a salary of \$300 per month. The Saskatchewan government pilots' salaries range from \$250 to \$310 per month spread over a five-year period plus a commission of \$1 per hour for each hour flown over 500 hours per year and a further commission of \$2 per hour for each hour flown over 85 hours per month. An average salary would therefore appear to be about \$350 per month. In the Manitoba Air Service there are three pilot classifications commencing at \$150 per month to \$225 per month, the latter of which attains a maximum \$275 per month after five years' service and the Base Superintendent is paid a salary of \$300 to a maximum of \$350 per month after five years' service. Qualifications include university entrance and flying experience ranging from five hundred hours to 1,500 hours depending on the classification. The Ontario government has two classifications and salaries are established on an annual basis, the maximum rate being \$300 per month. The Dominion Government has a Civil Aviation Branch of the Department of Transport staffed with inspectors whose responsibility it is to ensure that both the operators and pilots adhere to regulations and are qualified to take the operation for which they are licensed. These inspectors are paid by the Dominion Government a maximum of \$300 per month. Initial qualification requirements are high school education, several years' experience, from 750 to 1,000 hours

as pilot in charge of an aircraft and a public transport certificate. The District Inspector receives a maximum salary of \$350. (The quoted rates were those in effect in 1948 and are extracted from the Report of the Conciliation Board of which Mr. Justice Adamson was chairman.)

There was some discussion as to the method of pay. The Pilots Association originally requested in respect of Captains a flat rate instead of the present base pay plus flying pay.

Some airlines pay the pilots on a formula basis and some on a flat basis and the tendency seems now to indicate an increase in base pay agreements. When the Company was formed some of the lines which were already in operation used the flat rate and some used a formula basis and the Company has continued the formula basis and desires to so continue. The Company did submit proposals on the flat pay basis which the Pilots Association found to be undesirable because the safeguards which the Company felt should be set out were so onerous that an alternative formula basis was suggested by the Pilots Association. The Company feels that a flat monthly rate is not satisfactory in its type of operations either to it or to the pilots. The formula basis was adopted to remedy the inequities and to establish a method of payment to provide the closest possible relationship to the service rendered by a Captain. It is said that it has been reasonably fair both to the Captains and to the Company and no sound reason has been advanced which would justify departing from it at this time. It is an incentive pay in that it encourages Captains to operate extra or non-scheduled trips within the limits of his monthly flying hours. Where flying over different terrain presents different responsibilities it would seem that the present formula basis with present equipment is or should be more satisfactory to both parties and the Pilots Association does not seriously disagree.

One of the reasons advanced by the Pilots Association for flat rate pay was that there is a lag in the payment of the flying pay. Until comparatively recently this lag amounted to about two weeks, that is to say, the flying pay of a Captain paid on the basis of \$5 or \$6.25 for flat and mountain terrain respectively would be paid on the 15th of January for the previous month of December whereas recently this lag has extended for an additional month i.e. payment would be made on the 15th of February for the hours flown in the previous December. The Pilots Association rightfully complains of this delay. Necessary

adjustments should be made in the accounting system so that payment can be made not later than the 15th of the month following the time that it is earned.

(a) (1) *Captains Domestic*

This Board recommends that the base pay of all Captains flying domestic be increased by approximately 7½ per cent and that flying pay of \$5 per hour on flat terrain and \$6.25 per hour on mountain terrain remain as it is at the present time. The salary rates of Captains would therefore be as follows:—

Captains	Basic Salary*
1st year.....	\$194.00
2nd year.....	210.00
3rd year.....	226.00
4th year.....	242.00
5th year.....	258.00
6th year.....	274.00
7th year.....	290.00
8th year.....	306.00
Thereafter	323.00

* +\$5.00 per hour flat terrain.

+ \$6.25 per hour mountain terrain.

(2) *First Officers Domestic*

No change was suggested by the Pilots Association in the starting rate for First Officers Domestic but it was suggested that after the 5th six months the rate be increased from \$370 to \$420. The Board recommends an increase of \$30 per month in salary for those who remain as First Officers after three years so that the schedule would be as follows:—

First Officers	Salary
1st 6 months.....	\$270.00
2nd 6 months.....	295.00
3rd 6 months.....	320.00
4th 6 months.....	345.00
5th 6 months.....	370.00
Thereafter	400.00

(2) *Captains and First Officers D.C.-4*

The Pilots Association requests a differential of \$100 per month as between Captains flying D.C.-2 equipment and Captains flying D.C.-4 equipment and a differential of \$30 per month for First Officers. The main argument for such a differential is that the increased complexity of the craft and increased responsibility warrants the same. The Company did not seriously argue against a differential and in fact at one stage in the negotiations either prior to or before the Conciliation Officer the Company had offered a differential of \$50 in base pay to Captains but no differential to First Officers. The Company's position now, however, is that while it was thought at one time that 4-engine planes could operate economically on many of the domestic routes that further investigation had shown that this was not feasible and

therefore the decision was made not to use Canadair IV. It is stated that the Company's present domestic routes are not adaptable to the use of 4-engine planes and that it will not be the Company's policy to use 4-engine planes with the present route pattern. The traffic, however, on two routes in certain seasons of the year is such that advantage does accrue by using the larger equipment. The routes are the Vancouver-White Horse and a section of the Vancouver-Prince Rupert run namely from Vancouver to Sandspit. There is, however, not enough 4-engine flying time domestically to use a full crew on such equipment. At the present time no more than one trip a week during a normal period is expected and that only on the Vancouver to White Horse route which would use only a small portion of a crew's time. Rather than an increase in base pay it would seem that the additional compensation might well be by way of an increase in flying pay. The Company suggested that this increase be to \$6.70 per hour but the Board considers this insufficient. The Board recommends that for the temporary situation Captains be paid \$7.25 per hour flying time while engaged in a D.C.-4 or other 4-engine equipment domestically and whether flying flat or mountain terrain.

No differential is made between 2-engine and 4-engine equipment in the salaries of First Officers by TCA and in many other airlines. The Board is of opinion that since the First Officers must be capable and ready at all times to take over the craft and for other reasons there seems no sound reason why a differential should not be made. This Board recommends that salaries of First Officers flying D.C.-4 or other 4-engine aircraft for the temporary situation be increased by \$40 per month over those recommended in respect of the 2-engine equipment, and that such increase be applicable *pro rata* to the time occupied in flying in the respective equipment.

(b) (1) *Captains Pacific*

The Association proposal is that Pacific salaries for Captains after eighteen months' service be \$1,100 per month based on a 900-hour year plus \$12 per hour for a maximum of 100 hours per annum. This rate is compared with TCA's Atlantic operations which are on a basic rate of \$1,000 per month plus \$13 per hour for a maximum of 120 hours and averages at \$1,130 per month and is compared with North-West Airlines (Orient) which on the basis of an 85-hour month reaches \$1,246.75.

The Company, on the other hand, compares the rate which it proposes with that of its principal Pacific competitor namely

British Commonwealth Pacific Lines. Captains on the latter are paid less than half the amount which the Company proposes and their salaries include flight pay and travelling allowance. The Company's proposal is on the basis of 1,020

hours per annum. Reduced to a common denominator the comparisons except that the Association proposes 1,000 hours and BCPA operates 1,000 hours while the Company and TCA are based on 1,020 hours is as follows:—

	Company Proposal	Association Proposal	TCA	NWA	BCPA Grades 1 to 3
1st 6 months.....	850	1,100	1,030		308 -390.13
2nd 6 months.....	900	1,150	1,080		308 -390.13
3rd 6 months.....	950	1,200	1,130		313.13-400.40
4th 6 months.....	1,000				313.13-400.40
3rd year.....				1,246.75	318.27-410.67
4th year.....					323.40-420.93

A substantial amount of training is required before Captains on domestic lines are considered properly equipped to fly Pacific and during this period not only is the pay of the Captain on his domestic rate carried on but special provision is made for living expenses. Also during Pacific flights the Company pays all the pilots' expenses and these have been extended as hereinbefore referred to. The same arguments apply to the rates paid by BCPA as to those paid on American airlines and comparison therefore is not sound because of the material difference in the economy of Canada and Australia. A fair basis of remuneration would be to extend the increases proposed by the Company beyond two years and to provide for

payment of \$1,075 per month thereafter. The Board therefore recommends that the rates of pay for Captains Pacific be as follows:—

Captains Pacific	Salary
1st 6 months.....	850
2nd 6 months.....	900
3rd 6 months.....	950
4th 6 months.....	1,000
Thereafter	1,075

(2) *First Officers Pacific*

Comparisons with respect to First Officers on the same basis as Captains' salaries are set out below, the last 100 hours being computed in the Association's proposal at \$6 per hour and in TCA at \$6.25 per hour. The rates on this basis are as follows:—

	Company Proposal	Association Proposal	TCA	NWA	BCPA Grades 1 to 3 (Probationers 154)
1st 6 months.....	380	500	462.50		195.07-246.40
2nd 6 months.....	400	550	502.50		195.07-246.40
3rd 6 months.....	420	600	542.50		231 -251.53
4th 6 months.....	440			670	231 -251.53
5th 6 months.....					
Thereafter	460				236.13-256.67

First Officers Domestic would ordinarily obtain promotion by transferring to Pacific duty and since the salaries domestic have been increased by \$30 per month and the Company's proposals must have been based on the old rate the Board recommends that the salaries of First Officers Pacific be as follows:—

1st 6 months.....	\$410.00
2nd 6 months.....	430.00
3rd 6 months.....	450.00
4th 6 months.....	470.00
5th 6 months.....	470.00
Thereafter	490.00

(3) *Second Officers Pacific*

The Company proposes a rate from \$270 for the first six months to \$370 after two years. The Pilots Association takes the position that the Second Officers employed

by the Company are trained by them as pilots and navigators whereas in TCA and NWA Orient the Second Officer is a navigator only and that the requested salary of \$500 per month is low as compared to TCA's salary to its Second Officers of \$542.50 and to North-West Airlines Orient of \$600. It is noted that in the figures given by the Pilots Association the top rate in TCA for Second Officers is the same as the top rate for First Officers and in North-West Airlines Orient there is a difference of only \$10. The explanation for the similarity is that a navigator on TCA and NWA Orient remains as such and does not become a pilot. Such rates would not be reasonable in the Company's operations. The position of Second Officer is a new one in the Company's service and the inten-

tion is to obtain young men preferably of the age of twenty-one and to train them as navigators. On entering the service they must have a commercial flying licence and would therefore have some pilot training. Promotion would then be to First Officer Pacific and then to Captain Domestic and then to Captain Pacific. If this progression is reasonable then there should be progression of salary. As with First Officers the Company must have based its proposals on the rate domestic then in force and in line with recommendations already made the Board recommends that the salaries of Second Officers be:—

1st 6 months.....	\$300.00
2nd 6 months.....	325.00
3rd 6 months.....	350.00
4th 6 months.....	375.00
5th 6 months.....	400.00
Thereafter	400.00

(c) *Reserve Captains*

A Reserve Captain has been defined in the definition hereinbefore set out. This is a temporary classification. A Reserve Captain is a senior First Officer who has been "checked out" by the Company as a Captain. A permanent appointment is not open for him and in the meantime he has permanent employment as First Officer and takes over as Captain when one of the Captains is off for illness or other reasons. At the present time a Reserve Captain is paid a First Officer's salary while flying as First Officer and while flying as Captain is paid his First Officer's pay together with \$2.50 per hour for all flying time that he is in command of an aircraft. The Pilots Association has requested that Reserve Captains be paid at Captain rates for all times flown while acting in the capacity of Captain and First Officers' rate for time flown as First Officer. This would mean that while flying as Captain a Reserve Captain would receive the basic Captain's pay which would be at the start of the scale i.e. (presently) \$180 per month together with \$5 per hour flying pay while flying flat terrain and \$6.25 per hour flying pay while flying mountain terrain. Since he is a Senior First Officer and First Officers are paid a flat salary he would be probably in receipt of \$370 per month and would be paid his first officer flying time at this rate. The difference lies in whether while flying as Captain he should receive the proportion of \$370 per month +\$2.50 per hour flying time or \$180 per month +\$5 flying time flat terrain or \$6.25 per hour flying time mountain terrain. There would seem to be very little difference and what there is may be in favour of the Reserve Captain. Since the suggested

method of payment would make the book-keeping more difficult there seems no reason why the present method should not be carried on and this Board so recommends.

3. *Allowances for Uniforms*

The Association requests that the Company pay one-half the cost of any uniform which pilots are required to wear in accordance with Company regulations and also the full cost of badges, buttons and insignia. At the present time badges, buttons and insignia are provided by the Company. The Company arranges for the purchase of necessary uniforms at a wholesale rate and allows pilots to pay for them through instalment payroll deduction. The Company does not contribute to the cost of uniforms or work clothes of any grade of its employees. Uniforms are supplied to the pilots on some airlines particularly in certain lines flying out of Britain and France but in those cases the pilot's remuneration is very much smaller than that paid in Canada. In the opinion of the Board, pilots' remuneration is sufficient to enable them to supply their own uniforms and it is not recommended that the Company should contribute the requested portion.

4. *Allowances for Life Insurance*

All pilots are covered by Workmen's Compensation Board at the expense of the Company. Group life insurance is available to the Pilots at favourable rates and the limit has recently been raised to \$10,000. Since limitation of flying hours and the very favourable level of earnings are based partly on the assumption of occupational hazards there seems no reason why the Company should contribute towards the cost of premiums for specified amounts of insurance for pilots in either domestic or overseas service.

5. *Limitation of Time on Overseas Service*

This question was not brought before the Conciliation Officer but it was said that a recommendation of the Board would be much appreciated. When the Pacific service was established there was no time limitation placed upon the pilot as to the length of time the Company would require him to serve before he could bid out from Pacific service back into domestic lines. Later it was a provision of the bidding and so bulletined that those who applied should serve on Pacific for at least three years before being permitted to bid for a vacancy on domestic. The suggestion of the Pilots Association is that a pilot should be permitted to bid back into domestic

after eighteen months of Pacific service. The Company, on the other hand, considers that the cost of training a pilot for the overseas service is very substantial and that three years is not a very severe restriction.

The Northern route is the most trying to the pilot and the Board's opinion is and it so recommends that after 24 months flying Northern route or three years flying Southern or thirty months flying combined Northern and Southern the Captain may bid out of Pacific service into domestic. Furthermore, after service of a period of eighteen months on the Northern route a pilot may not be removed to the Southern route without his consent.

6. Effective Date of Pay

The Board recommends that increases in salaries on domestic routes be retroactive to August 1, 1949 and rates in Pacific service be retroactive to the date of appointment on overseas route.

All of which is respectfully submitted this day of January A.D. 1951.

(Sgd.) J. E. EADES.

(Sgd.) JOHN GROVES GOULD.

Minority Report and Recommendations

To the

Hon. the Minister of Labour,
Ottawa, Ont.

It is with regret that I am unable to agree with the Majority Report and Recommendations. Certain preliminary statements seem advisable in order to place my views on record. Preamble to the recommendations is made in an endeavour to set forth the dispute as seen through the eyes of this member.

The Company operates a carrier service by air and I believe that in order to succeed and to have the confidence of the general public it is essential that certain conditions exist.

The primary consideration in the operation of an air transport should be the safety of its passengers. The secondary consideration—that of operating at a profit. This safety of passengers depends on two factors, the first of which is the Company's prerogative, that of supplying suitable aircraft and pilots to fly them. The second factor depends on the pilot's skill, ability, physical fitness, mental alertness coupled with an important factor known as working conditions. It is interesting to note that Dr. Edward P. Warner, President of the Council and Director-General of the International Civil Aviation Organization, in the preface of a book entitled "Human Factors

in Air Transport Design" by Dr. Ross A. McFarland states as follows: "Accumulating experience is making us increasingly aware of the dependence of the safety record not only on the pilots' physical and mental condition, but also on their working conditions."

Nothing could be more obvious than the fact that an air line whose safety record commences to fall loses the confidence of the public and is on the road to failure. It seems self-evident that pilots, while in the air either operating a plane or flying as a deadhead crew are subjected to constant fatigue for the reason that they are flying at high altitudes, confined in a limited space and subjected to constant noise. With their knowledge of flying they are always aware of danger presenting itself in various forms. It is therefore essential that flying hours, deadheading or otherwise be limited in accordance with some well established practice generally accepted by specialists in that field of endeavour. I feel compelled to accept as an uncontradicted fact the statements of Dr. Ross A. McFarland in his book "Human Factors in Aircraft Design" where he states on page 384—"As aircraft increase in size and complexity, the responsibility placed on the pilot becomes greater and severe demands may be made on his physical strength as well as on his motor skills and reaction time" and continued on page 476—"A consideration of the duties in piloting large transports showed that the number of instruments and controls that must be observed and manipulated has approached the limits of human capabilities; this indicates that a differentiation of function is an absolute necessity in the interest of safety and efficiency. The pilot is able to operate only a limited number of controls, switches and levers within a given time interval. In addition, there are psychological handicaps in regard to attending to so many items simultaneously. The trend is towards greater rather than less complexity in the pilot's duties because of the addition of traffic and radar controls to the flight instruments already present."

It is self-evident that pilots operating large transports and having to manipulate and observe a great number of instruments and controls are subjected to an ever present nerve strain and in addition to this are faced with the fact that a mistake on their part could have most serious results to the plane, passengers and themselves. They are also aware that should they make a mistake in judgment and damage the plane they are most likely

to lose their licence and position, their very means of livelihood. One therefore concludes that pilots must at all cost, be free from undue mental or physical fatigue.

I listened with interest and attention to lengthy and exhaustive presentations of the case by both Company and pilots and have read the transcripts of evidence, the briefs and the numerous exhibits filed and find myself in a position of being unable to agree with the other members of the Board. The disagreement is in part the result of my belief that some principle should be adopted and a precedent followed in resolving the questions in dispute.

The question of ability to pay was not raised by the Company and is therefore not an issue. I do not favour the adoption of U.S. rates of pay but I think that it should be remembered in comparing wages of pilots in Canada and U.S.A., with others, that the air line pilot is not an industrial worker, is not hampered in productivity, as Canadian industrial workers are by comparison with his American counterpart by any lack of facilities for mass production. The pilot is a technical man flying similar aircraft through the same atmosphere, often over the same routes, using the same gasoline and the same facilities and having at least as great skill and as high physical standards as the American pilot.

The CPA argued that a comparison of wages paid to American Pilots is unjust, but the CPR which controls the CPA and fixes its policies, argued differently in its Brief before the Royal Commission on Transportation and stated as follows:—

“The most impressive single political-economic fact in the modern world is the power of the United States to maintain a rapid rate of increase in its productivity per worker in the face of increases in the number employed (and decreases in the average number of hours worked in the year). The result is an increase in total national product over any period such as a generation, which can only be described as startling. Canada is exposed to the full competition of that immensely vital economy throughout the whole breadth of the country. It must meet that competition or be gradually pushed aside in the economy of this continent. In fact it has not only held its own but stands higher now than it did at the opening of the century.”

Thus Canadian Pacific makes the points that:—

1. It is proper to draw comparisons between conditions in the United States and Canada.

2. Although Canada has had to face strong competition from the United States in the past, she has successfully met that competition and stands higher now than at the beginning of the century.

I find it necessary at this time to state I do not believe that American scale of wages can properly be applied in Canada for many reasons too obvious for discussion at this time. But all together apart from any question of amount of salary it is certainly proper to examine the trends in salaries in air transportation in the U.S., our closest neighbour which has the nearest comparable form of living scale and where many of the world's greatest airlines operate.

I am of the opinion that no sound reason was advanced by the Company why there should not be equal pay for equal service. However in searching for a precedent for this conciliation, it is my opinion that the pay and working conditions existing in the Trans Canada Airlines is a comparable, just and proper guide in arriving at a settlement of this dispute.

It should be pointed out that the Pilots Association is the certified bargaining agent with both the CPA and the TCA and for many obvious reasons it is logical that similar contracts should be entered into by the pilots with both airlines. It seems equally obvious that these contracts should for the benefit of all parties terminate at the same time and negotiations between the pilots and the Companies should be entered into jointly. Your member is satisfied from the evidence that the duties and operations in general are similar and if any difference exists the evidence points to the pilot of the CPA having more difficult and hazardous routes to fly. This is substantiated by the evidence that the CPA has instrument flying routes off the airways where other aircraft neither report their position nor are aware of the position of others. This matter was dealt with at some considerable length in the Pilots' Brief and is mentioned later in this report and the argument is strongly supported by the facts.

The majority of the Board arrived at the conclusion that the TCA is a “prestige service” and for that reason cannot be used as a proper yardstick in this conciliation. With deference to contrary opinions the Company used this merely as a red herring.

No better example of the propriety of comparing operations of the two air lines may be found than that which is available to us in the history of employer-employee relations with respect to the

parent bodies of the same two airlines. TCA is wholly owned by the CNR while CPA is wholly owned by the CPR. The two railways have for years negotiated their labour contracts together and for years wages, for comparable classifications, have been identical in both operations.

The map attached to the report shows the extensive routes, transcontinentally and feeder, operated by this Company.

Assuming for the sake of argument that such a conclusion was correct it is certain that the Canadian Pacific would be the first to deny that anyone was giving a service that carried more prestige than their own. It must be remembered that the CPA is owned and controlled by the CPR and is an integral part of one of the world's greatest and finest transportation systems. This system known to all Canadians and for which we have reason to be proud is known the world over for its capable management, dependability and luxurious service.

It is indeed worthy of note that the expensive and luxurious Canadian Pacific boats have been withdrawn and air transportation has taken their place, at I believe a great saving of cost to the Company. This is merely keeping abreast with progress and is in keeping with a more speedy and economical service satisfactory to the travelling public.

On January 4 of 1951, the Canadian Australasian Line's ss. *Aorangi* set sail from Vancouver on its last Trans-Pacific run (Canadian-Pacific). Because the *Aorangi* has been the major surface travel link between North America and the Antipodes for more than a year, its removal means that the only way to get to Australia and New Zealand from North America after January 4 will be via air. Unless, of course, the traveller wishes to go the long way around, via the Mediterranean or South Africa.

Over a year ago, the Matson Line, an American shipping firm removed its last passenger ship from the run to Australasia. All that will remain after the removal of the *Aorangi* is a freight and passenger service offered by the Carpenter Line (Canadian). And since the Carpenter ships can carry just twelve passengers on each voyage, the latter being spaced several weeks apart, *there seems to be little doubt that the Pacific passenger carrying trade has been abandoned by the shipping firms, leaving a clear field to the air lines.*

In Australia recently Mr. G. E. Gray, TCA General Supervisor of Agency and Interline Relations said that the number of people choosing to fly to the U.K. via

the Pacific and Canada had increased by over a hundred per cent in the last twelve months.

The late Labour Minister, the Hon. Humphrey Mitchell, told Canadian Labour: "Produce more and earn more." It is a point often debated whether this or that group of workers has in fact increased its contribution to the nation's economy in return for increased earnings. But it seems quite obvious that the air line pilots of CPA have contributed and are contributing more to that Company. As aircraft increase in size, the pilot accepts heavier responsibility and transports more passengers, more freight and express, more air mail, per air mile flown. As aircraft increase in complexity in the pursuit of greater efficiency, speed, regularity and passenger comfort, the technical knowledge and skill of the pilot have increased to keep pace. As the Company's routes are converted from visual and day flying services to instrument and night operations, the pilot, by the exercise of the greater flying skill and increased knowledge of weather, radio and navigation which such conversion entails, has built up a record of a greater percentage of flights completed, raising, without jeopardizing safety, the record of the Company for punctuality and regularity of operation, enhancing its reputation and hence its revenue.

As the routes of CPA have been pushed half way across the world, to Australia, Japan and China, the air line pilot has gone forth, building up the experiences of the Company in flying overseas routes, and in meeting the notoriously difficult and dangerous weather conditions of the Aleutians. The hazards of the latter route have lately been increased by its proximity to the war area, and on both routes by the congestion arising from the phenomenally increased airway traffic due to the UN war effort.

On CPA's domestic routes also, the hazards are in some cases increased by the nature of the operations. Most airlines such as the TCA fly over controlled "airways"—paths in the sky wherein traffic is controlled by government authority, the positions and altitude of all other aircraft are known, and radio ranges are provided by the government, so that even at night or when flying by instruments in clouds, the pilot is reasonably assured that although other unseen aircraft are about they will pass safely.

CPA, on the other hand, has some instrument flying routes off the airways, where other aircraft neither report their position nor are aware of the positions of

others. These latter machines, if flying by visual contact with the ground, avoid collision with others by visual means, and en route, avoid aircraft flying on instruments by staying away from clouds. But the aircraft which has flown through clouds to reach its destination must necessarily on arrival come down through the ceiling into the middle of this unreported traffic. At Red Lake, Ontario, for instance, CPA pilots let down on instruments by reference to a low powered radio beacon (not a regular radio range) into ceilings of 500 feet, and it is not uncommon to break through at speeds approaching two miles a minute—176 feet per second—to discover a floatplane within a few feet of the ceiling and directly ahead. It is perfectly legal and normal for the other aircraft to be there unreported, as Canadian Air Regulations place no restrictions on aircraft flying by visual flight rules outside a coastal area and below 700 feet altitude measured from the ground. But this situation has given rise to some near misses at such places as Red Lake, and no doubt explains in part why the Great-West Life Assurance Company charges higher premiums on the lives of CPA pilots than on those of TCA.

No evidence was given by the Company to show that they were in any way dissatisfied with their progress or profit from Trans Pacific operations. And evidence was given that the Company was extending and not reducing their service. It seems only logical to conclude in view of the vast experience of the CPR in transportation that they not only intend to stay in business but to compete with all contenders in respect to similar services. I am therefore forced to the conclusion that if the CPA intends to protect the public by employing the very best pilots available it is necessary in order to attract them to the Company's services to have working conditions similar and to have a rate of pay comparable to that of the Trans Canada Airlines, which rate of pay is lower than that paid to American pilots on similar service. The following recommendations are therefore made: I concur with the findings of the Majority Report set forth on page 3 and 4 of the said report that agreement had been reached on the following matters:—

1. Definition—Captain, First Officer, Second Officer.
2. Certain aspects of hours of service (domestic).
3. Expenses and income tax allowance for pilots permanently transferred to bases abroad.

4. Seniority.
5. Seniority list.
6. Loss of seniority.
7. Filling of First Officer vacancies on domestic.
8. Clauses covering definition of mountain terrain.
9. Clause covering reserve captain length of service for pay purposes.

This should constitute a firm agreement between the pilots and the Company on these matters without prejudice to the issues set out in the Company's Brief (page 8, paragraph 18) and dealt with during this hearing. The terms of the matter agreed upon are set forth at the bottom of page 4 in the Majority Report and continue on to the top of page 9 and are more specifically therein set forth.

The main issues in dispute fall into the following categories:—

1. Hours of service including a consideration of flying hours credit for vacation.
 - (a) Domestic.
 - (b) Pacific.
 - (c) Flying hours credit for vacation.
 - (d) Deadheading.
2. Salaries.
 - (a) Domestic.
 - (1) Captains and First Officers 2-engine equipment.
 - (2) Captains and First Officers 4-engine equipment.
 - (b) Pacific.
 - (1) Captains.
 - (2) First Officers.
 - (3) Second Officers.
 - (c) Reserve Captains.
3. Allowance for Uniforms.
4. Life insurance to be provided by the Company.
5. Limitation of time on overseas service.
6. Retroactivity of pay increase if any domestic and of established rate Pacific.
7. Domestic 4-engine flying.

I now proceed to deal with the issues and disputes as to which I am in disagreement with the majority.

Hours of Service

Same as TCA, both as to 2 and 4 Engine Equipment.

Hours on Pacific

It is recommended that any contract entered into between the Company and the pilots should contain a clause that "no pilot

shall be allowed to exceed the hours specified herein." This is for the express purpose of preventing any officer of the Company from saying to a pilot words to the effect "You volunteer to take this flight don't you?" which would put the pilot in a very difficult position as he would feel that in order to obtain advancement with the Company he could not properly refuse such a request. The limitation of pilot flying time is of tremendous importance to professional pilots, air transportation Companies and to the travelling public; and the results of this question will have a definite bearing on the length of the career of the pilot thus affecting himself and his employer and will be closely related to safety which is vital to all concerned. The piloting of an aircraft in schedule service involves intelligent action of the type which depends on the insight into the connection of things and events and upon their casual relationships; the exercise of vigilant forethought, rapid and accurate movement, split second timing, muscle co-ordination and involve essential nervous processes which are most extravagant in energy expenditure.

The Pilots' duties most calculated to induce mental fatigue are also of a type which suffer most from its affects. When in industry, fatigue causes a falling off of production, in the case of the pilot the usual symptoms, inability to pay attention, failing memory, reduced capacity to concentrate and co-ordinate may have fatal results. For these amongst many reasons established Airline Companies have in most instances entered into agreements with the pilots that 75 hours flying time should be the basic maximum per month for mountain terrain and for 4-engine equipment. In an endeavour to comply with the desires of the Airline Companies the pilots have agreed to change the limited time per month to a quarterly basis in order that the Companies may make good an average production of flying hours per pilot coinciding as nearly as possible with this maximum. But the pilots urge that there must be no pressure either expressed or implied on a Captain to commence a flight or to complete it once started, if in his judgment he or his crew are too tired to do so. They further argue that carrying an extra pilot even if he is a Captain has not been found to be a solution to fatigue on long flights as pilots claim that they cannot rest properly during a "watch below while in the air." It is interesting to note that the International Federation of Airline Pilots Association, of which the Canadian Airline Pilots Association is a

member, recently ratified the following basic maximum hours of work for pilots: day 8, week 36, month 85, quarter 255, year 935. In view of these facts and many others presented at the hearing it is therefore recommended that the maximum permissible flying hours be the same as TCA agreement.

(a) No pilot shall be allowed to exceed the maximum air hours specified herein (except in extraordinary circumstances) and any question arising herein shall be deemed a grievance.

(b) Flying hours to be subject to deductions for vacation credits, all of which are to be co-related as nearly as possible to TCA flying hour limitations.

Vacation Credits

My recommendation is same as TCA.

Deadheading

In regard to deadheading this problem is to the pilot a serious matter. While deadheading from place to place he is working for the Company for full hours and subject to the Company's order and in my opinion is subject to flying fatigue. I can see no good reason why the pilots should not be paid under these circumstances. This subject was dealt with and canvassed at great length. I am further of the opinion that the Company could apply itself to this problem and remove to a great extent the necessity for deadheading. Until such time as deadheading is removed there exists too great a temptation to require this service from pilots unless the penalty of full allowance for all hours while deadheading is given to all pilots and crew.

Salaries

It should be pointed out that there are some difficulties in co-relating formula pay to flat salaries. It is therefore recommended that the Company and the pilots get together and work out various rates of pay so as to co-relate them as nearly as possible to salaries paid by the TCA. It is, in addition, recommended that as there have been no increases in salaries, and that the dollars received by the pilots will undoubtedly buy less than the dollars received in 1949 or 1950 and also as the difference between formula pay and flat salaries is such that pilots are not able to plan in advance because of lack of knowledge as to their earnings and that these elements should be considered in computing pay increases. Therefore any benefits received by the Pilots of the TCA in their present negotia-

tions with the Company be accepted by the Company as a proper rate of pay to be paid to air crew.

It is now necessary to deal with salaries of captains and first officers flying 4-engine equipment domestically. It might be noted that the late Minister of Labour, Hon. Humphrey Mitchell, told Canadian Labour —“Produce more to earn more”. The CPA in the presentation of its case recognized that there should be a differential of some kind for pilots and officers in this class and offered first officers flying D.C.4's a differential of \$50 a month in excess of first officers flying 2 engine D.C.3 equipment. This principle would, I think, apply equally to captains and other officers operating four engine equipment domestically. It seems logical in dealing with this matter to compare the two. Uncontradicted evidence shows that the D.C.4's carry an increased pay load over the D.C.3 of approximately 40 per cent, there being 28 passenger capacity on a D.C.3 and 40 passenger capacity on a D.C.4. It should also be noted that the increased speed of a D.C.4 has resulted in approximately 86 per cent increase in ton miles. Applying the late Hon. Minister of Labour's principle the pilots productivity is therefore increased by 86 per cent, and a \$100 increase for captains would be a differential of approximately 13.3 per cent if the pilots figures are correct. The increase therefore, requested by the pilots of \$100 per flying month of 75 hours on a D.C.4 domestic seems not out of line when compared to the increase in productivity both in pay load and ton miles. The Company's gain would seem to be substantial regardless of the fact that the equipment would cost a great deal more. It is my considered opinion that pilots should receive some share of the increase in revenue. For that reason, coupled with many others, I recommend an increase of \$100 per month in the basic wage of captains flying D.C.4's or four engine equipment domestically over those flying D.C.2 or D.C.3 equipment, during such time as this equipment is being used merely as a temporary expediency and that the basic pay increase for first and second officers be \$50 and \$30 respectively per month. Should the use of this 4-engine equipment be continued as a permanent service I recommend that the salaries applicable to D.C.4's or 4-engine equipment with the TCA lines together with such increases as they may obtain under present negotiations be paid to pilots in their respective classes.

Captains, First and Second Officers Pacific

It is recommended that the captains and first officers rates of pay be the same as those on the TCA overseas. In the TCA service, second officers are required to be navigators only, while second officers in the CPA service must be both pilots and navigators. Therefore, in my view, CPA second officers and navigators should command an increased rate of pay over TCA second officers equivalent to that of Junior first officer. All ranks should get an increase equal to TCA's new contract.

Reserve Captains

It is recommended that all first officers checked out as captains should get an additional \$30 per month over other first officers because of their additional qualifications during the first year. In addition while flying as reserve captain over flat terrain they should receive \$2.50 per hour the first year, \$3 per hour the second year and \$3.50 per hour for the third year. While flying over mountain terrain that amount should be increased by a dollar per hour. After the third year there would be no change.

Uniforms

It is recommended that allowance for uniforms be on the same basis similar as TCA and that the Company pay the cost of the material.

Allowance for Life Insurance

It is recommended that the same insurance allowance be made as that of the TCA.

Limitations of Time on Overseas Service

I am in accord with the majority of the Board in this respect. Their recommendation is found on page 39, paragraph 5 of their report.

Effective Date of Pay

I am in accord with the majority of the Board as set forth in paragraph 6 on page 40 of the Majority Award and so recommend.

Flying Risk

A great deal was advanced by both sides in respect to the question as to whether there was or was not additional risk while flying which should be compensated for in dollars. It is my opinion that there is risk in flying, over and above that of almost any other occupation, and that this risk plays a large part in the nerve wastage of a pilot forcing him to retire at an early age of life.

In disagreeing with the other members of the Board in respect to flying hazard I have come to the conclusion that there is always a danger to the pilot of sudden death, should the pilot at any time become fatigued or should his physical or mental health be such that he is not always in first-class physical condition and mentally alert. In the January, 1951 edition of "Canadian Air Line Pilot" lists the names of 26 pilots who have paid the supreme sacrifice in the service of air transport.

In my opinion there should be borne in mind that pilots are under continuous nerve strain, seriously affecting the pilots employable period as such. According to the figures presented to this Board, there is a tremendous falling off of pilots on active duty after 34 years of age. In other words 74 per cent of the pilots are through for one reason or another at the age of 34 and after the age of 39 only 9.7 per cent of pilots continue to fly. These figures, in my opinion, clearly show that it is essential if young and capable men are to be enlisted in this service, that they be given such remuneration as will enable them to set aside sufficient money from their earnings to support themselves and their families upon retirement from service, whether voluntarily or otherwise. This occupation is of such a character that when middle age is approaching, it is necessary for these men to seek a new field in which to earn a living and take a chance on obtaining another job or earn a living at greatly reduced rates of pay.

"Medically a man may be only as old as his arteries. But an airplane pilot has more complicated problems as he begins to get older. He has to worry about his 'functional age'." Recently, Psychologist Ross A. McFarland of Harvard's School of Public Health told the Gerontological Society in Manhattan that a pilot is as old as his vision, or his 'motor skill,' or his general ability to adjust to the demands of his job. No exact age limit should be set for pilot retirement, McFarland said, but life in the sky certainly does not begin at 40.

Of 7,237 airline pilots holding medical certificates from the CAA in 1946, only 9.7 per cent were 40 or over, 3.4 per cent were 45 or over, 1.3 per cent were 50 or over.

Statements were made and statistics quoted by the Company as to risks in other occupations for the purpose of minimizing the hazards of flying. We all know how statistics may be quoted and used for many purposes which do not in themselves prove anything.

I am reminded of an article in the January, 1949 issue of the "Canadian Airline Pilot", which reads as follows:—

"Of course air line flying is safe—the statistics prove it. And statistics also show that crossing Niagara Falls on a tightrope is safe—it has been done, and no one has been killed attempting it; thus the safety record is 100 per cent, but only because none but the best artists in the world have tried it."

Flying is not inherently a safe profession. It can never be anything but potentially dangerous to drag a complicated mass of machinery into the air from a runway of restricted length, or to bring it hurtling back onto the ground at a selected point in nearly all weathers, night or day. The fact that it turns out to be safe, that danger seldom becomes disaster, is a tribute to the skill exhibited by the mechanics who maintain the aircraft and the pilots who fly them.

Fatal Accidents

It might be pointed out that driving an automobile is hazardous and automobile accidents might be used for the purpose of comparison with the hazards of flying. This of course would be fallacious as auto driving hazard results in the negligence of the other man. Almost invariably one party is innocent of negligence. In flying, accidents almost invariably are the result of unavoidable weather conditions or fatigue.

Fatigue

The Company has advanced the argument that because of the automatic pilot the work of the pilot himself has been greatly reduced. While that may be so, it is interesting to note the findings in the Burke Mishap: "Coastal's accident recalled a mishap involving a non-scheduled Burke Air Transport D.C.-3 which crashed near Melbourne, Fla., July 13, 1947, killing 12 passengers and the pilots. In that instance, CAB found that the pilots had flown over 23 hours of the preceding 37 hours 45 minutes, and that they had little opportunity for rest on the ground prior to starting the flight."

The Board said that there was no direct evidence to indicate that the pilots of the Burke D.C.-3 were asleep, "but under the circumstances it would be surprising if they did not fall asleep as the plane cruised on automatic pilot in the early morning hours, gradually losing altitude."

In conclusion I regret to report that I am forced to draw from this hearing the inescapable conclusion that the pilots and

the Company are drifting further and further apart and that the former harmonious relations which are so essential to any successful enterprise have been replaced with a feeling of distrust. I feel that the parties must be drawn together and I am convinced that unless the pilots receive a wage comparable with that of the TCA under its proposed new contract that these relations will degenerate further. It is very difficult for men doing the same work, belonging to the same Association, having the same bargaining agent and employed by those whose ability to pay is not questioned to understand why different rates of pay and different hours of work should or can exist. This condition is most regrettable and I feel, with due respect to the other members of the Board, that so long as these differences exist—just so long will these men be dissatisfied and justifiably so. There must be mutual trust, mutual respect and co-

operation. This condition can only be brought about by a sympathetic and comprehensive understanding of each others problems and a willingness to sit down and work out these problems together.

This report should not be closed without paying tribute to the excellent presentation by W. S. Owen, K.C. on behalf of the pilots and by W. G. Townley, Esq. and the Company's Solicitor and staff who participated in the presentation. The Parties should also be congratulated on their preparation and their clear arguments and most extensive and comprehensive briefs. It must in fairness be acknowledged that a large part of this report is taken with certain changes, variations and modifications from one or other of the briefs submitted.

Respectfully submitted,

(Sgd.) IAN CAMERON.

February 5, 1951.

Vancouver, B.C.

REPORTS OF BOARDS in disputes between

**Canadian Press and American Newspaper Guild,
and between**

Press News Limited and American Newspaper Guild.

(1) Canadian Press

Majority Report

The Hon. MILTON F. GREGG, V.C.,
Minister of Labour,
Ottawa, Canada.

SIR:

Your Conciliation Board herein reports as follows: the members of the Board of Conciliation are:—

His Honour Judge A. Cochrane,
Chairman.

Herbert Orliffe, Esq., Nominee of the
Bargaining Agent.

Gordon R. Munnoch, Esq., K.C.,
Nominee of the Employer.

Your Conciliation Board met at Toronto on the 11th and 12th days of December, 1950, and again on the 3rd day of February, 1951.

Present at the sittings held in December were the following:—

For Canadian Press:

Mr. John J. Robinette, K.C., Counsel.

Mr. Gillis Purcell, General Manager.

Mr. Charles Bruce, Assistant General
Manager.

For the American Newspaper Guild:

Mr. Stephen Ripley, International Rep-
resentative.

On February 10, 1951, the Minister of Labour received majority and minority reports from the Boards of Conciliation and Investigation appointed to deal with disputes between the Canadian Press and the American Newspaper Guild and between Press News Limited and the American Newspaper Guild (L.G., Dec., 1950, p. 2054).

The Boards were composed of His Honour Judge A. Cochrane, Brampton, Ontario, Chairman, and Herbert Orliffe, employees' nominee, and Gordon R. Munnoch, companies' nominee, both of Toronto.

The texts of the Boards' majority and minority reports are reproduced here-with.

Mr. Jack Mitchell, Provisional President of the Local Unit; and Messrs: John D. Hamilton, Donald Weinert, George Ronald, Edgar Simon.

For convenience the Employer is hereinafter referred to as "the Canadian Press" and the Bargaining Agent as "the Guild".

The Guild was certified on the 5th of April, 1950 and negotiations have been carried on by the Guild with the Canadian Press since certification in an endeavour to

obtain a contract, but so far without success. Although the proceedings before this conciliation board were conducted by all parties on a high level, it is obvious that Canadian Press is not only not friendly towards the Guild but is definitely opposed to it. The parties to this conciliation are far apart on most every important question and have been unable to agree on any of the essential things which are necessary if sound collective bargaining is to be carried out and an agreement arrived at.

In his final summing up before the board Mr. Robinette, K.C., Counsel for Canadian Press, expressed the views of his clients as follows: "We believe solely in the merit system, the industrial system is quite inappropriate and cannot be applied in a firm such as this, there is no middle ground as far as the establishment of a scale is concerned; management must have the sole right to judge concerning employment, transfer, promotion, demotion and dismissal; Canadian Press regards this as essential."

Even to those who may have some doubts as to the propriety of unionization of what are known as "white collar workers" the position taken by Canadian Press would appear to be somewhat drastic and puts the employee in the position that his only choice in many respects is to "take it or leave it" with no recourse no matter what decision may be made concerning him by his employers. Mr. Robinette repeatedly stressed his clients' contention that there is no middle ground between the important demands of the Guild on the one hand and the unyielding position of Canadian Press on the other. We find it difficult to accept this attitude as evidence of bargaining in good faith as we are of the opinion that some common or middle ground can and should be found. Given good will on the part of both parties to this dispute (who well know the difficulties of devising a satisfactory formula), we cannot help but feel that some sort of solution could have been worked out which would have retained to the Employer the prerogatives of making full decisions but which would still give the Employee an opportunity for redress if he felt that he had been unfairly dealt with. It is difficult for a Conciliation Board (composed as this is) to suggest a workable compromise. In these days when collective bargaining has become the rule and not the exception and when we find many employers and their unions endeavouring to find common ground whereby the interests of both parties may best be served, it was somewhat surprising to find that there are still employers who adopt

the unyielding, uncompromising attitude which has been adopted by Canadian Press in this matter.

In fairness we think we should also state that in our opinion the Guild was somewhat unreasonable in connection with certain demands which did not, shall we say, improve the possibility of reaching a settlement of the very serious difficulties which have arisen in this conciliation. We refer for example to such items as some of the demands made in connection with Sick Leave Pay, Severance Pay, and the provision that economy shall not be considered a just and sufficient cause for dismissal.

It should not be overlooked that these conciliation proceedings have been an attempt by the Guild to obtain a first contract. Experience has shown that it is not always possible to obtain in the first agreement all that is sought by the union and that compromises by both sides are necessary if an agreement is to be reached. We suggest that if the parties hereto are not prepared to adopt a greater measure of what might be called "give and take" on both sides no agreement can be reached and to establish good labour relations between the parties might become impossible.

Many specific proposals were made by the Guild and these will be dealt with in the order in which they are set out in their brief.

1. Guild Shop.—This is of course the same as Union Shop.

In our opinion the Guild has not been able to justify by evidence the demand for a Guild Shop and we are therefore unable to recommend in favour of this proposal.

2. Check-off.—We recommend in favour of the voluntary check-off irrevocable during the term of any contract or agreement entered into between the parties.

3. Hours and Overtime.—We recommend in favour of (a) a five-day, forty-two hour week; (b) payment for overtime, and (c) payment of night shift bonus. While we recommend payments for overtime and payment of a night shift bonus or differential, it is difficult on the information which is before the board to fix the amounts which should be paid therefor. About all that a board could do under the circumstances is to recommend that the principle be recognized, leaving it to the parties to work out the amounts to be paid and other details.

4. Holidays.—The parties appear to be in agreement as to the number of statutory

holidays to be granted. It is obvious for many reasons that holidays in a business such as that conducted by Canadian Press cannot be dealt with in the same manner as an industry. We recommend that the seven holidays agreed upon be granted and that any employee required to work on any of these statutory holidays shall be paid straight time in addition to his regular pay.

5. Retirement and Pension Plan.—We recommend adoption of the present Pension Plan.

6. Severance Pay.—We make no definite recommendation in connection with the Guild demands on this question. The parties are so far apart that it is, we believe, useless to even recommend discussion and negotiation.

7. Vacations.—We recommend one week's vacation with pay for those who have served with Canadian Press for more than six months and less than one year; two weeks' vacation with pay for those who have served one year or more up to fifteen years of continuous service, and three weeks' vacation with pay after fifteen years of continuous service.

8. Sick Leave.—We cannot accept the Guild proposal that full pay shall be granted to all employees for the entire duration of any illness or incapacity. On the other extreme there is the Canadian Press proposal that employees "shall be paid full salary during illness within reasonable limitations to be determined by the company". Surely there is some middle ground upon which the parties could agree.

We would recommend a plan in which the Canadian Press and the Guild share the cost on an equal basis and that such a plan be discussed between the parties for the purpose of finding a more equitable basis by which the limitations of the pay period during illness can be established.

9. Job Security.—We recommend the following:—

1. There shall be no discharge except for just and sufficient cause.

2. There shall be no discharges as a result of putting any agreement into effect.

3. There shall be no discharge of, or discrimination against, any employee because of his membership or activity in the Guild.

4. There shall be no interference, or attempt to interfere, with the operation of the Guild.

5. It is agreed that the employment,

transfer, promotion, demotion and dismissal of employees shall be within the discretion of the Company.

The discretion referred to above should be subject to a proper grievance procedure set up under the terms of any collective bargaining agreement which may be arrived at between Canadian Press and the Guild.

The agreement should also contain a clause providing that two weeks' notice of dismissal (other than for cause) should be given to an employee who has served for more than one year and not more than five years and for one month's notice of dismissal (other than for cause) to an employee who has served for more than five years.

10. Expenses.—The parties appear to have agreed upon this item.

11. Struck Work and Strike Breaking.—The clause proposed by the Guild is ambiguous, while that proposed by Canadian Press is unnecessary. We make no recommendation in this connection.

12. Outside Activity.—The Guild accepted the proposal of the Canadian Press and this being so it is unnecessary for the board to make any recommendation.

13. Minimum Wages.—There are two questions or issues to be decided in connection with this matter as follows:—

1. Should there be a Minimum Wage Scale?

2. If so, what should the scale be?

We are not prepared to accept the idea that minimum rates are as improper and unacceptable as they are viewed by Canadian Press. It seems obvious that if minimum rates or wage scales are adopted on the basis suggested by the Guild, or a somewhat similar basis, Canadian Press can make minimum rates or wage scales as flexible as may be necessary, provided always that they do not go below the minimum standards. Apart from all other arguments pro and con, it seems to be apparent that the mere fact that a person has been retained in the employ of another for some length of time, is an indication that he has given reasonable satisfaction, otherwise he would not be there; this contention applies with considerable force to those engaged in professional work such as is done by the employees of this company.

While we are prepared to accept the principle of minimum wage scales we find some difficulty in deciding on what the scales should be. The attitude and policy of Canadian Press makes it clear that a recommendation for "minimum wage scale is wholly unacceptable". Under these circumstances we feel that no good purpose

can be achieved by recommending what the scales should be, even though the present wages and salaries, viewed in the light of present-day living conditions, are not impressive.

Keeping this in mind, and also keeping before us the ever increasing cost of living, we recommend an interim increase of \$3 per week for all members of the Editorial Staff who are at present earning \$40 (or less) per week, and an increase of five per cent of their present pay for all members of the Editorial Staff who presently receive more than \$40 per week, it being understood however that if the suggested five per cent increase does not equal \$3 per week the increase of such member shall be at least \$3 per week. Such increases shall be retroactive to January first last.

During the sittings of the board certain information was submitted to the board by Canadian Press on a confidential basis. The chairman questioned the propriety of submitting information to a conciliation board on a basis which did not give an opportunity for full reply by the opposite side, and we have come to the conclusion that it would be unwise to adopt a policy of accepting any information or evidence on this or a similar basis. The information which was submitted has not been used in the preparation of this report.

All of which is respectfully submitted.

Dated at Brampton, this 8th day of February, A.D. 1951.

(Sgd.) A. COCHRANE (Judge),
Chairman.

(Sgd.) HERBERT ORLIFFE,
Nominee of the
Bargaining Agent.

Minority Report

The Hon. MILTON F. GREGG, V.C.,
Minister of Labour,
Ottawa, Canada.

SIR:

I find with regret that I am unable to concur in the Report of His Honour Judge A. Cochrane, Chairman of the Board of Conciliation appointed herein, and of Mr. Herbert Orliffe, the nominee of the Bargaining Agent.

Because of my belief that certain features of collective bargaining which are not uncommon in the case of industrial employees are quite inappropriate to the employees of The Canadian Press, I have thought it desirable to submit a separate Report. For convenience, I shall refer to the Bargaining Agent as "the Guild" and to the Employer as "Canadian Press".

1. The Guild was certified by the Canada Labour Relations Board under date 5th April, 1950, as Bargaining Agent for a designated unit of employees. For reasons best known to the Canada Labour Relations Board, employees serving as messengers were included in the bargaining unit. This results in the anomaly that the bargaining unit consists of a large number of editorial employees and a small number of messengers. The Guild is a highly experienced union which has developed in the United States a type of collective agreement designed to impose upon employers a considerably larger portion of social security than is usually accepted in Canada. Prior to its encounter with the Guild, Canadian Press had no previous experience in the field of collective bargaining. The Guild complains that Canadian Press did not approach the matter of bargaining with the Guild with any enthusiasm and did not welcome representatives of the Guild other than those who were its own employees. However much the Guild may resent this attitude, it is one that is readily understood by any one who remembers the earlier efforts at collective bargaining in Canada. At a meeting held on 3rd May, 1950, the Guild presented a form of proposed agreement based on the top level of its achievements with employers in the United States of America. The terms of this proposed agreement may well have startled Canadian Press to a point that seriously prejudiced negotiations. Shock tactics of this kind are not to be commended when a powerful union enters into its first negotiation with an employer which has had no previous experience with collective bargaining. Conciliation Boards have repeatedly and wisely made moderate recommendations for a first agreement and so left room in point of time for the development of experience between an employer and a union which had been newly certified as bargaining agent. This principle was sound then and is sound now when applied to the circumstances of this particular dispute.

2. Canadian Press is an organization which does not operate for profit. It is the servant of some 91 newspapers operating in the ten Provinces of Canada. It is true that a few of these newspapers have a large circulation and are possibly affluent but the greater number of them are publications which operate with a moderate or small circulation and which could not afford to provide their own employees with the rewards, privileges and advantages that the Guild seeks for the employees of Canadian Press. It is not an overstate-

ment to remark that if the demands of the Guild were substantially granted a weapon might well be placed in its hand which could be dangerous to a great many of the member newspapers and might even threaten their continued existence. Without disrespect to the newspapers of Canada which have achieved obvious financial success, it may be that sometimes the lamp of true journalism sheds its brightest light where there is the greatest struggle for continued existence against rising costs.

3. At the conclusion of the hearing, the members of the Board were unanimously of the opinion that it would be idle to attempt to bring about an agreement between the parties and that the only course that remained was to report their views to the Minister of Labour with little hope that such views would lead to any reconciliation of the widely divergent views of the parties.

4. The editorial content of the bargaining unit of Canadian Press is composed of men who are undoubtedly engaged in an intellectual pursuit. It is common knowledge that those engaged in intellectual pursuits do not receive rewards which are equivalent to those received in industrial activities. Generally speaking, this is true of the Press as it is of university professors, teachers, clergymen and even judges. The problem before this Board should not be approached from the standpoint of the present inflated rewards in industry. Furthermore, it is not practicable to design a scale of reward or terms of employment comparable to those in industry. Anyone who chooses to earn his living with his mind must be prepared to accept the scale of reward provided by competition for his services and realize that his own achievements must lead to the places of responsibility which command the upper brackets of reward. There is also the fact that, having regard to the special services rendered by Canadian Press, anyone who enters its service must develop the special experience required whether or not he has had previous experience in other enterprises concerned with the publication of news.

5. At a meeting held on 18th June, 1950, Canadian Press provided to the Guild a draft of an agreement which Canadian Press had prepared and which differed materially from the draft agreement previously submitted by the Guild. Notwithstanding the gulf between the views of the parties, they did succeed in negotiating the terms of a number of provisions which would be acceptable to both parties if an overall agreement were eventually reached. With this in mind, it appears likely that the

parties could themselves negotiate an agreement if any common ground could be found on the major issues between them which their own negotiations have left untouched and it is only with regard to these major issues that I think it might possibly be helpful to express an opinion. Unless there is some measure of reconciliation on these major issues, nothing is to be gained by exploring the more detailed matters dealt with in the respective submissions to the Board. It would have been of assistance to me in dealing with the major issues to know how many employees of Canadian Press are now members of the Guild. The Guild made it quite clear that it thought this was not a matter of any concern to the Board and declined to give the information. From the submission of Canadian Press, it would appear that little more than half of the editorial staff were then members of the Guild at the time it was certified and the Board was not told what the present situation is. In considering matters of union security and other matters of like importance, it is vital that any Board of Conciliation should know the approximate number of employees within the bargaining unit who might be coerced by reason of any recommendation favourable to certain of the Guild's contentions.

6. **Union Security.**—Under this head, the Guild originally demanded a *Union Shop* and a voluntary *Check-off*, both of which were flatly rejected by Canadian Press. In its presentation to the Board, the Guild intimated that it was willing to accept something less than a *Union Shop* provided that there should be some measure of union security. In my opinion, the *Union Shop* is wholly inappropriate to an enterprise such as Canadian Press. The editorial and like staff of Canadian Press must be engaged as individuals on the basis of their personal achievements and qualifications. It is obvious that those well suited to this kind of enterprise are individualists and there may well be suitable personnel whose views would be inconsistent with holding a union card as a term of employment. Unionization has not progressed so far in Canada in the literary field as would justify placing this restriction on the employment of personnel. With regard to *Check-off*, the Guild has proposed a voluntary revocable check-off of union dues pursuant to the written request of an employee. Employers who in recent years have bitterly contested the principle of a check-off have nevertheless learned to regard it as one of the normal consequences of the status of a certified bargaining agency and a check-off of this type is now

so generally accepted that I recommend a check-off in terms of paragraphs 1 and 2 of the Guild's proposal in that behalf. With regard to paragraph 3, I see no reason why employees should be bound to use the form supplied by the Guild which was not even submitted to the Board for consideration.

7. Hours, Overtime and Holidays.—

These are important matters to the way of life of any employee. The Guild has sought to apply the rigid structure that is today growing common in industrial enterprises which are subject to collective bargaining. Canadian Press is, however, a service organization in the vital field of news gathering and dissemination. It serves its constituent members directly and indirectly it serves the public at large which demands world-wide news while it is news. Canadian Press cannot anticipate the timing of events which will place strains on its personnel in point of time, service and even endurance. In service organizations, interference with normal ways of life must necessarily be expected. A physician in general practice must meet the needs of his patients however much they may interfere with his leisure and personal activities. Those who lack this zeal for their occupation should find another. Extra hours of work are normal—not abnormal—in any enterprise which gathers and disseminates world-wide news. Premium pay for overtime in industry is justified by the relation of extra work to additional profit. Here there is no profit motive. The objective of Canadian Press is to maintain a five and one-half day week governed by an eleven day fortnight at the discretion of the Bureau Chief. There is an exception in Toronto, Montreal and Vancouver where a five-day week is in vogue because of the practice followed by newspapers published in those cities. There is much to be said for the principle that employees of Canadian Press in any particular city should observe hours that are acceptable to newspapers published in that city. I am of the opinion that the rigid standard of working hours which the Guild has grasped from industry and now seeks to impose on Canadian Press is impracticable, but I do not agree in full with the contention of Canadian Press. The modern practice is to establish hours of work which are normally appropriate to the task to be accomplished and to procure the regular adherence to such hours of work by providing for the payment of overtime. In the draft agreement submitted by Canadian Press it is stated that overtime for extra duty "shall be compensated by equivalent

time off or, *with the consent of the Company*, by pay at the rate of straight time. Straight time in addition to regular pay shall be paid for work on a statutory holiday." I do not accept this principle. I think that overtime should be paid at the rate of straight time and that the option to take equivalent time off should rest with the employee concerned rather than with Canadian Press. Straight time is recommended because it is being paid for by a non-profit organization in which overtime is normal having regard to the service to be rendered. I do not propose to do more than enunciate this principle; the details are better left to the parties concerned if the principle be accepted. Agreed holidays should attract straight time if worked unless the employee chooses the alternative of equivalent time off.

8. Retirement and Pension.—Canadian Press has provided a pension plan for its employees linked to a Dominion Government Annuity Contract providing \$1,200 a year maximum pension upon retirement at sixty-five years of age. The Guild was apparently of the view that while the employees contributed five per cent of earnings the contribution of Canadian Press was less than that amount. In fact the contribution of Canadian Press for current service is equal to five per cent of the employee's earnings and in addition the Plan calls for the payment of \$38,012 in respect of past service for twenty-seven employees as of the time the plan was instituted. This plan was established before the Guild was certified. Only a small fraction of the employees on newspapers have any protection of this kind and there should be no relative issue between the parties.

9. Severance Pay.—The record of Canadian Press as set out in its submission respecting the treatment of employees at severance is generous according to Canadian standards. The Guild's proposal that upon termination of employment or voluntary retirement an employee shall receive cash severance pay in a lump sum equal to three weeks' pay for each year of service or fraction thereof, computed at the highest weekly rate of salary received by the employee during his term of service, must emanate from a concept of social security which is entirely foreign to Canadian practices. It is no doubt something that has been borrowed by the Guild from the lush economy of the United States of America if indeed it is generally accepted there. In terms of the Guild's proposal, severance pay could even be claimed in cases of dismissal for cause. Likewise, in

the case of the death of an employee, it would be payable to his beneficiary. Canadian Press was fully justified in refusing even to discuss such an absurd proposal.

10. Vacations.—In its submission Canadian Press says that two years ago it established the principle of three weeks' vacation with pay for men with fifteen years of service and that all other employees are in fact given two weeks' vacation with pay. It did not, however, go this far in the draft agreement which it submitted to the Guild. It may well be that Canadian Press does not wish to commit itself to two weeks' vacation with pay for employees who have been employed for less than a full year but it does not seem unreasonable that Canadian Press should be asked to agree to three weeks' vacation with pay for employees with fifteen full years of service. I recommend that Canadian Press agree to give employees one week's vacation with pay if they have served more than six months and less than one year, two weeks' vacation with pay if they have served one year or more up to fifteen years of continuous service and three weeks' vacation with pay after fifteen years of continuous service.

11. Sick Leave.—The proposals of Canadian Press with regard to employees who suffer from illness are fair and reasonable. The Guild's proposal that sick leave with full pay should be granted to all employees *for the entire duration* of any illness or incapacity is another startling social security measure which is entirely unreasonable.

12. Job Security.—This head presents the widest possible difference in point of view between the parties. The Guild previously suggested that there should be no discharge except for just and sufficient cause and that *economy should not be considered just and sufficient cause*. This is so startling a proposition that it is little wonder that negotiations between the parties broke down. At a later stage, the Guild was willing to accept economy discharges if accomplished according to seniority and if the employees so discharged were "placed in a preferential-hiring pool". This did not solve the matter nor could it be expected to do so. The whole theory of seniority as applied to collective bargaining in industry is based on the fact that at many levels of employment the older employee has acquired greater skill than the employee who is younger in the service and so seniority rules do not work too great a hardship on the company concerned and are fair to employees. In an occupation where usefulness and advancement must essen-

tially depend upon merit and ability together with all the individual qualifications that go to make up an intellectual pursuit of this kind, it is quite unreasonable that Canadian Press should be deprived of the right to retain what it considers to be its best men in the event of a necessary reduction in forces. The only true job security at this level of intellectual endeavour is the skill, ability and flair of the employee which alone can give him the highest right to have his services retained if some must necessarily seek other employment. Again, this is a service occupation. Canadian Press, in order to survive and to expand, must serve its constituents with the highest skill and ability it can afford and command and its enterprise should not be curtailed by adaptations from the more highly organized profit-making enterprises which can readily include the cost of economic errors in the price ultimately paid by the consuming public. Canadian Press has a clear duty not only to its constituent members but to the public to purvey news without bias, with a shrewd and cultivated news sense related to public interest and certainly without the colour of personal notions, particularly including economic, political, national, religious or other personal concepts. The responsibility of moulding public opinion rests not with Canadian Press but with the editors of its constituent members who are directly answerable to their subscribers and advertisers. The responsibility of Canadian Press to its constituent members and to the public can only be met by a retention of the clear right to dispense with the service of any employee which it considers to be unsatisfactory from any standpoint other than participation in the affairs of the Guild. The Guild's fair treatment of employees dismissed otherwise than for cause is set out at page 24 of the submission of Canadian Press and is not contradicted by the Guild. However, in the case of other dismissals there is no reason why Canadian Press should not agree to notice or pay in lieu of notice for the period of two weeks in the case of an employee who has served for more than one year and not more than five years and for the period of one month in the case of an employee who has served continuously for more than five years.

13. Minimum Wages.—

(a) *Messenger Staff and Office Boys*—Dealing first with this class of employees, the Guild originally proposed a starting wage of \$25 per week advancing at stated periods to \$34 after three years of service. The Guild later reduced its demands to a

starting wage of \$23 per week, rising after six months to \$25, after one year to \$27.50 and after two years to \$30. Even in the present inflated economy, this range of reward for services of this type is too high. During the hearing, the Guild supplied the Board with a copy of an agreement dated 6th April, 1950, which it had entered into with *The Ottawa Citizen*, a newspaper of the Southam Company Limited. For the purposes of this agreement, the Guild accepted a range of rewards for messengers and office boys as follows:—

To start, \$15 per week;

After six months, \$16 per week;

After one year, \$17 per week;

After 2 years, \$19 per week.

The present range of reward for messenger staff or office boys of Canadian Press is from \$18 to \$25 per week. During the period of negotiations between the parties Canadian Press voluntarily increased the maximum from \$22 to \$25 per week. I see no reason to alter this range of reward and accordingly recommend a minimum starting wage of \$18 per week.

(b) *Editorial Staff*—Dealing next with employees who are generally referred to as "Editorial Staff", I must again mention that increases were voluntarily granted in January of 1950 while negotiations were in progress with the Guild. These increases were intended to adjust certain inequities (in the judgment of Canadian Press) as there is no discernible pattern in granting the increases. In a few cases there was no change in salary and in other cases the amount varied. Out of fifty-eight such employees, sixteen are paid a salary under \$50 per week. From a study of the salaries paid, it is clear that they are not based on length of service; for instance, one employee is paid \$75 per week with but two years of service and another receives a like reward after thirty years of service. This is an extreme case but obviously the practice of Canadian Press has been to link the reward to the achievement on a basis of merit and ability rather than years of service. This is to be expected where admittedly (from the standpoint of Canadian Press) the rating is according to merit, ability and flair. In such an intellectual pursuit, the full flight of achievement might be accomplished after comparatively few years of service. In the competitive field of personal achievement in an occupation such as this, years are not necessarily the criterion of reward and it would be entirely inappropriate to recommend a scale of automatic increases related to years of service. In the past, Canadian Press has endeavoured, with success, to recruit likely employees from those who have served as

messengers. This is commendable and one would hesitate to present a barrier by economic sanctions even though Mr. Robinette has said that at the present time the calibre of those available for messenger service does not often lend itself to this type of promotion. I think that Canadian Press would be well advised to agree to a starting minimum salary of \$30 per week with an increase after one year of editorial service to \$35 per week. After two years of editorial service, however, I think each employee of the Editorial Staff should rely on his own merit, ability and flair for any further increases and Canadian Press will then have to meet competition for the services of such employees. If accepted, this preliminary floor will yield immediate increases to four employees ranging from \$4 to \$10, the last being apparently an employee who has been a short time on the Editorial Staff. Excluding the employees who will receive the last-mentioned increases, I think that other employees of the Editorial Staff should receive an increase of five per cent of their present rates of pay. I recommend accordingly. I have not dealt with the night differential and this should not, in my opinion, be dealt with unless and until the proposed rewards are further considered by the parties. The difference between the parties is not so great as to be beyond reconciliation. As any agreement entered into will be the first collective agreement between the parties, it is recommended that the increases be effectual as of and from the date on which the collective agreement is signed.

14. *General*.—The foregoing report does not deal with a number of matters which could only be usefully explored in the actual drafting of an agreement and may well be left to the efforts of the parties after the major difficulties have been resolved.

The above is respectfully submitted this 8th day of February, 1951.

(Sgd.) GORDON R. MUNNOCH,
Member Nominated
by The Canadian Press.

(2) Press News Limited

Majority Report

The Hon. MILTON F. GREGG, V.C.,
Minister of Labour,
Ottawa, Canada.

SIR:

Your Conciliation Board herein reports as follows: the members of the Board of Conciliation are:—

His Honour Judge A. Cochrane,
Chairman.

Herbert Orliffe, Esq., Nominee of the Bargaining Agent.

Gordon R. Munnoch, Esq., K.C., Nominee of the Employer.

Your Conciliation Board met at Toronto on the 11th and 12th days of December, 1950, and again on the 3rd day of February, 1951.

Present at the sittings held in December were the following:—

For Press News Limited:

Mr. John J. Robinette, K.C., Counsel.

Mr. Charles Edwards, General Manager Press News Limited for the American Newspaper Guild.

Mr. Stephen Ripley, International Representative.

Mr. Jack Mitchell, Provisional President of the Local Unit; and Messrs. John D. Hamilton, Donald Weinert, George Ronald, Edgar Simon.

For convenience the Employer is hereinafter referred to as "Press News Limited", and the Bargaining Agent as "the Guild".

The problems arising in connection with this conciliation are in most if not all respects similar to those involved in the conciliation between Canadian Press and the Guild and the two matters were dealt with jointly at the sittings of the board above referred to.

In reporting on this matter it is understood that the report submitted in the Canadian Press conciliation shall apply to this matter and we adopt the language and recommendations of that report.

In addition to all other recommendations we make the same recommendations in connection with salary increases to the Editorial Staff of Press News Limited as were made in connection with Canadian Press, it being understood however that the suggested increases would not apply to apprentices and messengers in the employ of Press News Limited.

All of which is respectfully submitted.

Dated at Brampton, this 8th day of February, A.D. 1951.

(Sgd.) A. COCHRANE (Judge),
Chairman.

(Sgd.) HERBERT ORLIFFE,
Nominee of the
Bargaining Agent.

Minority Report

The Hon. MILTON F. GREGG, V.C.,
Minister of Labour,
Ottawa, Canada.

SIR:

I find with regret that I am unable to concur in the Report of His Honour Judge

A. Cochrane, Chairman of the Board of Conciliation appointed herein, and of Mr. Herbert Orliffe, the nominee of the Bargaining Agent.

Because of my belief that certain features of collective bargaining which are not uncommon in the case of industrial employees are quite inappropriate to the employees of Press News Limited, I have thought it desirable to submit a separate Report. For convenience, I shall refer to the Bargaining Agent as "the Guild" and to the Employer as "Press News".

1. The Guild was certified by the Canada Labour Relations Board under date 12th May, 1950, as Bargaining Agent for a designated unit of employees. Three employees serving as messengers were included in the bargaining unit. At the hearing before the Board the Guild made one submission relative to its disputes with Press News and The Canadian Press. Though a separate submission was presented by Press News, it was conceded that the more complete submission of The Canadian Press should be taken as applying substantially to Press News. This is not surprising as Press News is owned by The Canadian Press and the employees of both are interchangeable to some extent. The principal function of Press News is to provide news to Radio Stations in a form for broadcasting. It also supplies news pictures to Canadian newspapers. The practices of these two employers are almost identical, the wage scales are similar and the only important difference in the presentation of the Guild at the hearing was that a shorter work week was asked for Press News.

2. After certification, negotiations were broken off at a meeting held on 15th August, 1950, because it was believed that there was no point in discussing a possible agreement unless and until an agreement had been reached between the Guild and The Canadian Press.

3. The observations and recommendations contained in my Report of even date relating to the dispute between the Guild and The Canadian Press may be read as applying in principle to the dispute between the Guild and Press News and I do not think it would be helpful to repeat them. I am convinced that if agreement is reached between the Guild and The Canadian Press agreement will also be reached between the Guild and Press News.

The above is respectfully submitted this 8th day of February, 1951.

(Sgd.) GORDON R. MUNNOCH,
Member Nominated
by Press News Limited.

Recent Decisions of Canadian Railway Board of Adjustment No. 1

The Canadian Railway Board of Adjustment No. 1 has released its findings in cases held on November 14, 1950 and one case on July 11, 1950.

Case No. 601.—Canadian Pacific Railway Company (Prairie Region) and the Order of Railroad Telegraphers. A dispute concerning the dismissal of the agent at Kelloe, Manitoba.

Joint Statement of Facts: On January 3, 1950, the agent in question sent a message to the chief dispatcher at Brandon to the effect that "due to present exigencies" he refused to handle message headed 23 No. 167 from Brandon on December 27.

(The numerals "23" are the equivalent of a code word meaning that the message is addressed and must be transmitted to "all agents and all concerned" located over the whole of the division or subdivision.)

The agent was relieved immediately and was dismissed from the service for refusing duty.

The employees contended the agent was not a relay operator and the schedule does not indicate that such work is required of the agent at the office. They claimed that he should be reinstated at Kelloe with full seniority rights and other privileges accruing to him at the date of his dismissal and continuous thereafter; payment of all wages and overtime lost to him since he was dismissed until his reinstatement, and other compensations.

The company contended that "there was no question but that the relaying of '23' messages has been one of the regular duties of the position of agent and operator at Kelloe for many years, and the action of the employee in declining to handle them, after doing so for nearly three months, can only be regarded as a refusal to perform the duties assigned to him, which, of course, is a dismissal offence."

The Board decided not to sustain the contention of the employees but recommended that the man concerned be reinstated without pay for time lost. It further recommended that the question of classification of duties be discussed jointly by the proper railway officers and representatives of the employees.

Case No. 602.—Canadian National Railways (Central Region) and the Brotherhood of Locomotive Firemen and Enginemen. Dispute concerning the claim of a fireman for continuous time from 9.10 a.m., March 3, to 9.50 p.m., March 5, 1947.

Joint Statement of Facts: The fireman was regularly assigned in short turnaround passenger service to Trains 29-170 Stratford to London to Stratford, via Thorndale Subdivision. He was required to report for duty at Stratford at 9.10 a.m., March 3, for Train 29. Due to storm and snow conditions, the Subdivision became blocked with snow and Train 170 was cancelled at 4.30 p.m.

It was decided to try to return the fireman to Stratford. He was ordered to deadhead on Train 40, London to Toronto and Train 39, Toronto. After some difficulty because of snow blocking the line, he arrived at Stratford where he booked off duty at 9.50 p.m., March 5.

Time return was submitted claiming continuous time from the hour and day the fireman was required to report for duty at Stratford, that is, at 9.10 a.m., March 3, until final release at Stratford at 9.50 p.m.

The employees contended that it is the intent of Article 2 (b) of the Schedule governing the service of Firemen, Helpers and Hostlers to compensate firemen in short turnaround passenger service for the first eight hours within 10 and for all time thereafter until released at the end of the last run at the final terminal.

The employees further contended that the fireman was simply carrying out instructions when ordered to deadhead London to Stratford via Toronto. It was their contention also that it was the fact that he was in continuous service that prompted the officials to order him to deadhead to Stratford and had he arrived at Stratford at the time his arrival was anticipated, there would have been no question of him being in continuous service.

They therefore submitted that he should be compensated under the recognized practice for men in this service.

The railway contended that the fireman was tied up at London by the railway due to the return movement on the assignment being cancelled on account of the Thorndale Subdivision being blocked with snow. The company maintained as well that being in short turnaround passenger service had no bearing on the fireman's being ordered to deadhead from London to Stratford via Toronto, as he was so ordered with the object of having him available for the next trip on his assignment out of Stratford.

The railway therefore requested that the claim for continuous time be declined.

The parties to the dispute appeared before the Board and submitted additional written and oral evidence.

The Board decided that the employee's claim "is sustained."

Case No. 603.—Canadian National Railways (Central Region) and Brotherhood of Locomotive Firemen and Enginemen. The case concerns the claim of a fireman for final terminal delay at Palmerston, 3.45 p.m., March 4, to 12.05 a.m., March 5, 1947.

The fireman was called from the Fireman's Spare Board at Palmerston for March 4 for engine 557 to proceed to Whites, slightly more than a mile from Palmerston Station, and assist the snowplough extra with two engines to Durham and return to Palmerston. Before the arrival of 5574 at Whites it was found that the snowplough had derailed. Engine 5574 returned to Palmerston for men and tools to re-rail the snowplough and made several trips between Whites and Palmerston, reaching the designated ward switch on the last trip at approximately 11.45 p.m., March 4, 1947.

The fireman claimed final terminal delay from 3.45 p.m., March 4 to 12.05 a.m., March 5, 1947. Claim was denied and final terminal delay allowed from the time locomotive last passed designated switch returning to Palmerston, namely 11.45 p.m., March 4.

The employees contended that when engine 5574 passed the outer switch at Palmerston, road service had commenced and, conversely, ended when it again entered the yard at Palmerston, which entitled the fireman to be compensated for any further time held on duty.

The railway challenged the above-mentioned contention of the employees. It maintained that this claim "is not in accordance with the facts, as such practice would be inconsistent with schedule rules as road mileage begins and ends at the outer main track switch connecting with the yard track, consequently, where a series of short trips are made it is the established practice to allow final terminal time from the time locomotive passes the designated switch on the last trip into the terminal."

The railway therefore maintained that the fireman had been properly compensated.

The Board was of the view that there was an emergency and decided that the claim of the employees "is not sustained."

Case No. 604.—The Canadian National Railways (Central Region) and the Brotherhood of Locomotive Firemen and

Enginemen. The dispute concerned discipline assessed two firemen in connection with collision between two engines at Brent, Ontario, on June 15, 1948.

Joint Statement of Facts: Engines 3707 and 3364 were in collision on the main track within yard limits at Brent, Ontario. Both firemen involved were suspended for 30 days for failure to keep a sharp lookout and warn locomotive engineer in sufficient time to avoid the collision.

The employees contended that the distance from the west switch, where engine 3707 was brought to a full stop, and the coal chute where the engine 3364 was almost stopped was short enough to substantiate the employee's statements that both locomotives involved were moving at a very slow rate of speed when each fireman saw the other simultaneously.

The employees pointed out that at the time of the accident track No. 1 next to main line was occupied by a train with an engine and two cabooses standing ahead of the train which obstructed the view of the fireman to just a very short distance.

The employees therefore claimed that the discipline was unjust and that the firemen should be compensated for lost time.

The railway contended that from the west switch referred to, eastward there is a 3° 20' curve to the left extending to the point of collision. On account of the curve, and engine and cars standing on track immediately north of main track of inside of curve, both firemen "knew that their engineer's view was obstructed and their engineers would be depending on them to give warning in sufficient time to prevent an accident."

The railway further contended that while the firemen "were apparently looking out, it is quite evident that they were not keeping a sharp lookout as stated in the employees' contention . . ." It therefore maintained that the discipline exerted in the case of both firemen was equitable.

The Board, after receiving additional oral and written evidence, decided that the contention of the employees "is not sustained."

Case No. 605.—Concerning Canadian National Railways (Central Region) and The Brotherhood of Locomotive Firemen and Enginemen. The dispute concerned the dismissal of a locomotive fireman at Lindsay, effective February 13, 1949, for court conviction.

Joint Statement of Facts: The employee in question, assigned to the spare board for Locomotive Firemen at Lindsay, was involved in an affray that took place in a hotel beverage room in Lindsay, Ontario. He was arrested for assaulting and obstruct-

ing police officers while executing their duty, was found guilty and served 30 days in jail. For police court conviction on a criminal charge, he was discharged from the service of the railway, effective February 13, 1949.

The employees contended that the fireman was illegally discharged by the railway. They quoted from Article 33A, Investigations, which reads as follows: "No fireman, helper or hostler will be suspended or dismissed upon *any charge*, without first having been given a fair and impartial investigation and his responsibility established, etc."

Attention was drawn to the fact that when the General Chairman (A. E. Matthews) representing the fireman was informed of the dismissal without an investigation having been held, a request was made to the District Officers for an investigation. The request was denied, the Officers claiming that they were privileged to decide whether or not it was necessary to conduct an investigation.

The employees therefore submitted that the fireman should be reinstated to his former standing and be compensated for time lost.

The railway contended that at the time of his dismissal, the fireman took no exception to it and after his release from jail did not contact the local officers at Lindsay in order that a formal statement could be taken. Appeals were made on his behalf by his son and by the General Chairman of the Brotherhood.

The company also maintained that while employed, he "did not render satisfactory service either to his fellow employees or the Company." It therefore contended that "there are no reasonable grounds for the request for reinstatement or for compensation for time lost."

In its decision, the Board stated that "the claim of the employees is sustained to the extent that the railways violated Rule 33 of the current schedule, but in view of the evidence presented the claim

for reinstatement and payment for time out of service of (the fireman) is not sustained."

Case No. 606.—Concerning Canadian National Railways (Western Region) *ex parte* and the Brotherhood of Railroad Trainmen *ex parte*. The dispute was in connection with the dismissal and request for reinstatement of a conductor of Hanna, Alberta, with full seniority rights and reimbursement for all time lost from January 3, 1950. The case was heard on July 11, 1950.

Joint Statement of Facts: On October 14, 1949, the conductor was notified by letter that he had been discharged from the railway effective September 15. The reason given for his dismissal, was that he had been an "undesirable employee."

The railway submitted evidence showing that the conductor had been convicted on a charge of having "knowingly and wilfully (committed) an act contributing to a child's being or likely to become a juvenile delinquent, contrary to Section 33 (b) of the Juvenile Delinquents Act." The defendant was sentenced "to pay a fine of \$100 and in default serve one month."

The case was appealed to a higher court and the presiding judge quashed the conviction and ordered the \$100 fine to be returned to the appellant.

The company submitted that the conductor did not deny the facts, that the facts were not denied in the judgment of the court, and that the reason for the conductor's discharge had not been altered by the fact that his conviction had been quashed.

The employees maintained that since his appeal had been upheld and his conviction had been quashed, the conductor should be reinstated with full seniority and reimbursed for all time lost since January 3, 1950.

The parties concerned appeared before the Board and presented additional written and oral evidence.

The Board decided that the contention of the employees "is not sustained."

Collective Agreements and Wage Schedules

Recent Collective Agreements

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and through the Industrial Relations Branch of the Department. A number of those recently received are summarized below.

Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

Mining

Coal Mining

SYDNEY MINES, N.S.—OLD SYDNEY COLLIERIES LIMITED AND THE UNITED MINE WORKERS OF AMERICA, DISTRICT 26.

Agreement to be in effect from February 1, 1950 to January 31, 1952, and thereafter from year to year, subject to notice. The company recognizes the mine committee in the discharge of their duties as provided for in the agreements which applies to all union members and to all who are eligible to membership in the union.

Check-off: the company agrees to deduct from the pay of all union members all dues, fines and initiation fees, and also assessments and levies for strictly union purposes. The maximum amount to be so deducted in any one month shall not exceed \$5.

Hours: 8 per day; if necessary, certain employees may be required to work up to $\frac{1}{2}$ hour longer to facilitate their own work or the work of the next shift or day. **Overtime:** mechanics, blacksmiths, and carpenters (except when employed as shaftmen) will be paid time and one-half for overtime and double time for work on Sundays and on 7 specified holidays; this does not apply to continuous service men or to men supplying for absentees. Rope splicers who work less than 4 hours overtime will be paid a half shift and those who work over 4 hours a full shift. Rope splicers at Princess colliery, when putting on new rope, will be paid time and one-half for overtime and double time for Sundays and 7 holidays. Shovel operators and boom operators shall be paid double time when called out on Sundays and on 7 holidays.

Vacations with pay will be granted to employees covered by the agreement in accordance with the Supplementary Finding and Directions of the National War Labour Board, dated January 20, 1944, as modified by later negotiations.

Wage rates for certain classes: the agreement contains schedules of mining rates for the Florence and Princess collieries showing the rates per ton of coal mined, rates for timbering, pushing, etc. Where daily rates are given, they are as follows: surface—tally boys \$7.04; lamproom boys, compressor oilers (boys) \$7.34; labourers, bank and screen-

men, pickmen, teamsters, pit tub oilers \$8.14; conveyormen \$8.24; washhouse and boiler tenders, blacksmiths' helpers \$8.53; lamproom men doing repairs, compressormen with oilers, tubmen and 2nd class carpenters, screen and bank mechanics, brook and reservoir pumpmen \$8.64; colliery mechanics \$8.69 and \$8.95; electricians, carpenters 1st class \$8.69; chauffeurs, truck drivers and tractor operators \$8.70; shaftmen \$9.37; welders \$9.53; masons (surface) \$9.75. Underground—trapper boys \$6.93; pick boys \$7.54; labourers, drivers, spraggers, couplers, pit tub oilers, pan movers, jig and balance onsets, pit stablemen, pushers \$8.14; man cage onsets, landing tenders, pickmen, bratticemen, timbermen, pack builders, chock builders \$8.24; rollermen \$8.26; electric enginemmen, haulage enginemmen \$8.14 to \$8.70; machine repairers \$8.69; pipemen \$8.70; rope examiners and splicers, mine mechanics \$8.95; chock drawers \$9.25; mechanized mining rates—joy loader operators, cutting machine operators \$11.90; borers, operators of duck-bills, Eimco machine or other types of loaders \$11.40; shuttle car operators \$10.90; mechanics and electricians with loading units \$9.55; others employed at face with loading unit \$9.25. Banking station—firemen \$8.72, boom operator \$9.40, shovel operator \$10.16. Electrical department—linemen, electricians, 1st class \$10.21, 2nd class \$9.58, helpers \$8.69.

Provision is made for the election of *check-weighmen* and for *grievance procedure*.

STELLARTON, N.S.—THE ACADIA COAL COMPANY, LIMITED, AND THE UNITED MINE WORKERS OF AMERICA, DISTRICT 26.

Agreement to be in effect from February 1, 1950, to January 31, 1952, and thereafter from year to year, subject to notice. This agreement is similar to the one between Old Sydney Collieries Limited, Sydney Mines, and the United Mine Workers of America, District 26, summarized above, with the following differences:—

Hours: certain departments of the company will work only 7 hours on Saturdays. With regard to overtime this agreement provides only that no change will be made in the special privileges enjoyed by the employees in the matters of overtime and double time for Sundays and 7 specified holidays.

This agreement contains a provision that no change will be made in the differentials in favour of machine mining as against hand mining rates in certain sections of the collieries and the differentials for double shift.

Manufacturing

Vegetable Foods

TORONTO, ONT.—CHRISTIE'S BREAD, LIMITED, AND THE BAKERY AND CONFECTIONERY WORKERS' INTERNATIONAL UNION OF AMERICA, FACTORY BAKERS' LOCAL 264.

Agreement to be in effect from May 1, 1950, to April 30, 1952, and thereafter from year to year until a new agreement has been

signed or until this agreement has been cancelled or terminated by either party upon 30 days' notice. It is agreed, however, that, should the cost-of-living index of the Dominion Bureau of Statistics show a substantial increase over the index as of May, 1950, the union may, upon 30 days' written notice after April 1, 1951, request a discussion of classification wage rates only. This agreement is similar to the one between Christie, Brown and Company Limited and Christie's Bread Limited and the Bakery and Confectionery Workers' International Union of America, Local 264, summarized in the *LABOUR GAZETTE* for January, 1950, p. 71, with the following changes and additions:—

This agreement does not cover working conditions in the biscuit department.

Hourly wage rates, in most cases, are increased by 4 cents per hour. In lieu of a 3-cent per hour addition to the straight-time hourly classification rates, the company agrees to put into effect and to pay the full cost of a *non-occupational benefit plan* which will include non-occupational accidental death coverages and non-occupational accident and sickness insurance for employees, hospitalization and surgical insurance, and medical benefits during confinement in a hospital, for employees and their dependents. The benefit plan will go into effect on November 19, 1950. The terms and conditions of the company's present group life insurance plan shall continue on a contributory basis as heretofore.

TORONTO, ONT.—CHRISTIE, BROWN AND COMPANY, LIMITED, AND THE BAKERY AND CONFECTIONERY WORKERS' INTERNATIONAL UNION OF AMERICA, FACTORY BAKERS' LOCAL 264.

Agreement to be in effect from May 1, 1950, to April 30, 1952, and thereafter from year to year until a new agreement has been signed or until this agreement has been cancelled or terminated by either party upon 30 days' notice. This agreement is similar to the one between Christie Brown and Company Limited and Christie's Bread Limited and the Bakery and Confectionery Workers' International Union of America, Local 264 (*L.G.*, Jan., 1950, p. 71), in so far as the latter applies to the biscuit department, with the following changes:—

A clause has been added which provides that all employees at the Lakeshore plant shall be granted one hour off with pay for each 9-hour shift, this hour to include full lunch and the two-15-minute rest periods.

Hourly wage rates are increased for all employees in the service of the company on August 7, 1950, by 4 cents, effective May 1, 1950, and by an additional 3 cents, effective August 7, 1950.

Rubber Products

TORONTO, ONT.—GUTTA PERCHA AND RUBBER, LIMITED AND THE UNITED RUBBER, CORK, LINOLEUM AND PLASTIC WORKERS OF AMERICA, LOCAL 136.

Agreement to be in effect from August 31, 1950, to August 31, 1951, and thereafter, subject to 30 days' notice. The company recognizes the union as the sole and exclusive collective bargaining agent for all eligible employees. Both parties agree that membership in the union is a voluntary act of each individual employee.

Check-off: the company will make arrangements to permit union members to have their monthly union dues deducted from their wages upon authorization; such authorization shall be subject to cancellation only during the last 7 days of the stated term of the agreement.

Hours: day and night shifts—8 per day Monday through Friday (except where night shift ends Saturday morning), a 40-hour week; engineering department—as arranged to fit in with above hours, except that standard hours for power house and boiler room will be a 6-day, 42½-hour week, with daily hours as arranged by the engineering department. **Overtime:** time and one-half for all work in excess of regular hours and for work on Saturdays and Sundays (except where they are part of regular shift); double time for work on 8 specified *paid holidays*.

Vacations with pay: one week after 1 year's seniority, 2 weeks after 5 years' seniority and 3 weeks after 15 years' seniority; employees with less than 1 year's seniority will be granted one-half day for each month of service.

Wage rates shall be the rates in effect prior to the signing of the agreement, increased by 7 cents per hour with the increase incorporated into the rate structure as follows: 7 cents per hour added to all time work rates, 5.1 cents added to all Bedaux base rates, a percentage added to all piece work rates by occupational groups to reflect an increase of 7 cents per hour on earnings. An additional adjustment will be made in the rates of skilled engineering trade personnel bringing their rates up to the following amounts (including the general wage increase of 7 cents): engineer \$1.10 to \$1.38, carpenters \$1.16 to \$1.36; electricians \$1.22 to \$1.42, millwrights \$1.19 to \$1.39, oilers \$1.05 to \$1.19, steamfitters \$1.17 to \$1.37, painters (grades 2 and 3) \$1.10 and \$1.20, tool maker \$1.43, lathe operators \$1.20 to \$1.40, bench fitter and general machinist \$1.18 to \$1.38, machine shop (lead man) \$1.50, welder (grade 2) \$1.33, storemen \$1.13. The above rates are retroactive to August 14, 1950. Skilled engineering trade personnel on the payroll of August 14, 1950, will be granted retroactive pay in the amount of \$30.

Off-shift differential: a bonus of 5 cents per hour will be paid for a third 8-hour shift, for the second shift normally ending at 7 or 8 a.m. and for abnormal shifts commencing after 1 p.m. and finishing after 12.30 a.m., and a bonus of 3 cents per hour for the second 8-hour shift and for abnormal shifts commencing at 11 a.m., or later, and finishing before 12.30 a.m. (excluding part-time office cleaners).

Provision is made for *grievance procedure, seniority rights* and the *health and safety* of employees.

Wood Products

WINNIPEG, MAN.—BROWN AND RUTHERFORD LIMITED AND THE UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA, LOCAL 1901.

Agreement to be in effect from June 1, 1950, to May 31, 1952, and thereafter from year to year, subject to notice. Should the company cease operations for reasons beyond its control while the agreement remains in force, its expiry date shall be postponed

until 6 months after the resumption of normal operations. The company recognizes the union as the employee's sole collective bargaining agent. There shall be no discrimination, intimidation, interference, restraint or coercion with respect to any employee because of membership or non-membership in the union.

Hours: for mill employees—8 per day Monday through Friday, 4 on Saturday, a 44-hour week; for yard employees—48 per week. The company has agreed to recognize the principle of a 40-hour week to be put into effect after the parties have mutually agreed that the industry as a whole is prepared for it. **Overtime:** time and one-half for work in excess of regular weekly working hours and for work on Sundays and on 7 statutory holidays. The above provisions regarding hours and overtime do not apply to millwrights, repair and maintenance men and their assistants. There shall be no work done on Labour Day. After 2 years' continuous service employees shall be entitled to 3, and after 3 years' continuous service to 7, paid holidays (the previous agreement provided for 3 paid holidays after 3 years' and 7 paid holidays after 5 years' continuous service).

Vacations with pay: after 6 months' continuous service an employee shall receive $\frac{1}{2}$ day for each month worked, until he has been so employed for 12 months; thereafter he shall receive one week per year.

Hourly wage rates in effect immediately prior to the effective date of the agreement shall be increased by 5 per cent or by 5 cents per hour, whichever is greater, for the period from June 1, 1950, to December 31, 1950, and by 10 per cent or by 10 cents per hour for the period from January 1, 1951, to May 31, 1952. This latter increase does not apply to employees engaged in manufacturing common or rough lumber, shippers, yard men, truck drivers and labourers; these employees shall be paid an increase sufficient to elevate their rates of pay to the rates prevailing in other lumber yards in the Greater Winnipeg area. The above increases will bring the hourly wage rates up to the following amounts (for the periods from June 1, 1950, to December 31, 1950, and from January 1, 1951, to May 31, 1952, respectively): stairmen \$1.26 and \$1.32; benchmen 95 cents to \$1.26 and \$1 to \$1.32; stickermen \$1 to \$1.26 and \$1.05 to \$1.32; shapermen 95 cents to \$1.21 and \$1 to \$1.27; general machinemen, charge hands \$1.26 and \$1.32; millwrights \$1.10 to \$1.16 and \$1.16 to \$1.21; assistants 90 cents to \$1.05 and 95 cents to \$1.10; machine and detail men 85 cents to \$1 and 90 cents to \$1.05; machine helpers (adult) 75 to 85 cents and 80 to 90 cents; breakoutmen 90 cents to \$1.05 and 95 cents to \$1.10; glaziers 85 to 95 cents and 90 cents to \$1; yard men 65 to 80 cents and prevailing rates; truck drivers 75 to 85 cents and prevailing rates.

Escalator clause: from and after June 1, 1951, the rates of pay for all categories of employees shall be increased 2 cents per hour for every 3 point increase in the cost-of-living index as published by the Dominion Government for May, 1951, and shall be decreased on the same scale for a decrease in the cost-of-living index, but the rates of pay shall not be lower than those given above.

Provision is made for *seniority rights* and the *settling of disputes*.

Metal Products

GALT, ONT.—GALT METAL INDUSTRIES LIMITED AND UNITED STEELWORKERS OF AMERICA.

Agreement to be in effect from October 2, 1950, to October 2, 1951. The company recognizes the union as the sole and exclusive bargaining agent for all eligible employees.

Check-off: the company agrees to deduct monthly union dues from the earnings of all employees who so authorize and to remit same to the union; the authorization may be revoked by the employee on 6 months' notice.

Hours: 9 per day Monday through Thursday, 8 on Friday, a 44-hour week. **Overtime:** employees, with the exception of watchmen and guards, shall be paid time and one-half for work in excess of above hours (firemen after 56 hours in any one work week) and for work on Saturdays, Sundays and on 8 specified paid holidays.

Rest periods: there shall be one 10-minute rest period in the forenoon and one in the afternoon. In addition, each employee shall be allowed a respite of 5 minutes immediately prior to the end of each half shift.

Vacations with pay: employees with less than 5 years' continuous service shall be granted one week and employees with 5 or more years' continuous service two weeks.

Hourly wage rates: tool maker 95 cents to \$1.38, machinist 95 cents to \$1.18, maintenance men, die setters 95 cents to \$1.13, inspectors 95 cents to \$1.14, shipper 99 cents to \$1.08, shipper helpers 95 to 98 cents, stockkeepers and stockkeepers' helpers 95 cents to \$1.03, firemen, general help (male) 95 cents. Male starting rates of 87 cents and female starting rates of 60 cents will be paid for all day-work classifications with a 4-cent per hour increase after the first 30 days and an additional increase of 4 cents after the second 30 days' probation, thereby establishing a rate of 95 cents for males and of 68 cents for females after the full 60 days' probation; for youths under 18 years of age female rates shall apply.

Off-shift differential: employees, with the exception of watchmen, guards and firemen, shall receive a bonus of 5 cents per hour for complete evening and complete night shifts.

Provision is made for *seniority rights*, *grievance procedure* and the appointment of a *Safety and Health Committee*.

Construction

Buildings and Structures

CALGARY, ALTA.—ELECTRICAL CONTRACTORS' ASSOCIATION OF CALGARY AND THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 348.

Agreement to be in effect from July 1, 1950, to December 31, 1951, and thereafter from year to year, subject to 60 days' notice.

Union security: for all electrical work the employers shall hire only members of the union in good standing. Should the union be unable to furnish workmen within 24 hours of receiving a request, it shall issue working permits to workmen who apply and are recommended by the employer until such time as it can furnish men. Members of the

union shall not work for employers who do not comply with the provisions of this agreement (this does not apply to regular maintenance, municipal or government work when this is not done by the employer).

Hours: 8 per day Monday through Friday, a 40-hour week. **Overtime:** double time shall be paid for all work, except shift work, performed outside of the regularly scheduled working hours and on Saturdays, Sundays, 8 specified holidays and all general holidays declared by the Provincial or Federal Governments; when a holiday falls on a Sunday the following Monday shall be considered a holiday. Each shop shall have the right to employ one journeyman for emergency work on Saturday morning, same to be paid at straight time. Country work is to be done according to the Provincial Maximum Hours of Work Act (not more than 48 hours per week).

Vacations with pay: each employee shall be granted 2 weeks annually. Every week the employer shall place 4 per cent holiday with pay stamps in the employee's stamp book.

Minimum hourly wage rates: July 1, 1950, to December 31, 1950—foremen \$1.70, journeymen \$1.55; January 1, 1951, to December 31, 1951—foremen \$1.75, journeymen \$1.60. Apprentices as per the Alberta Apprenticeship Act; helpers shall be paid according to the apprenticeship act in respect to years of service and per cent of journeyman's rate plus 5 per cent. Workmen required to work outside the jurisdiction of the local union, where a higher rate of wages prevails, shall be paid the higher rate.

Night shift differential: night shift work shall be paid for at the rate of 8 hours' pay for 7 hours' work. Workmen must work at least 2 consecutive shifts to be considered on night shift.

Transportation: the employer shall furnish transportation to and from all jobs within the city limits. On out-of-town work the employer shall furnish transportation, board and all other necessary expenses and also pay travelling time on the basis of 8 hours in 24.

Provision is made for the settling of disputes and an apprenticeship plan.

Transportation and Public Utilities

Electric Railways and Local Bus Lines

OTTAWA, ONT.—OTTAWA TRANSPORTATION COMMISSION AND AMALGAMATED ASSOCIATION OF STREET ELECTRIC RAILWAY AND MOTOR COACH EMPLOYEES OF AMERICA, DIVISION 279.

Agreement to be in effect from January 1, 1951, to December 31, 1952, provided, however that either party may by written notice, delivered not later than November 15, 1951, require renegotiation of the wage rates for the year 1952. The commission agree to bargain exclusively with the union in respect to all eligible employees so long as the union remains the certified bargaining representative. There shall be no discrimination, intimidation or coercion because of membership or non-membership in the union.

Check-off: both parties agree to the establishment of a voluntary but irrevocable check-off of union dues, except that employees

who were subject to the check-off at the date of the inception of this agreement shall remain subject thereto during the life of the agreement. The previous agreement provided for a voluntary and revocable check-off.

Hours: 8 per day (platform time 8½ hours), a 48-hour week. **Overtime:** time and one-half shall be paid to car and bus operators for time worked in excess of 8½ hours (this does not apply to chartered runs), to all employees called out for emergency work after working a full day, to trackmen, day staff employees of power house, car shop, car shed, bus garage and line department for emergency work on Sundays and legal holidays and to employees who are requested to work on their day off; time and one-quarter for work on Sundays and on 8 specified holidays. Employees engaged in overtime work shall be given meal tickets.

Vacation with pay: employees with less than one year's service shall be entitled to one-half day for each month worked, to be taken in the year following the one in which they were hired; after one year's qualifying service an employee shall be entitled to 7 days off with 6 days' pay; after 2 or more qualifying years to 14 days off with 12 days' pay. A qualifying year shall be one in which an employee has been employed for the full year and has performed 2,000 hours of work or in which, in the case of employees hired prior to May 1, he has worked an average of 165 hours a month during his employment in such year, provided, however, that the above provision regarding vacations for employees with less than one year's service shall continue to apply as far as vacations for the year following the one in which they were hired are concerned. In computing the qualifying period, regularly booked 6-hour runs shall be treated in the same manner as 8-hour runs.

Hourly wage rates for certain classes: operators \$1.15 (first 18 months \$1.05 to \$1.13), linemen (first to fourth class) \$1.17 to \$1.07, groundmen \$1.01 to \$1.05, water plant operator \$1.10 and \$1.15, substation operator \$1.08 and \$1.10, learner \$1.05, maintenance and repair men \$1.12 and \$1.23, helper \$1 to \$1.07; motor mechanic, body mechanic, automotive electrician \$1.13 to \$1.25; apprentices from 81 cents in first year to \$1.01 in fifth year; garage attendants \$1 to \$1.16; blacksmiths \$1.10 and \$1.20, carpenters \$1.07 to \$1.20, machinists \$1.11 to \$1.25; pitmen, car body and truck repair men, painters \$1.06 to \$1.15; upholsterers \$1.01 to \$1.18; welders \$1.06 to \$1.25; armature winders, electricians \$1.06 to \$1.19; firemen \$8.48 (per day); cleaners \$1; trackmen \$1.01 to \$1.04½; track welder \$1.06 to \$1.10; switchmen, truck drivers \$1 to \$1.04½; labourer 81 cents to \$1; watchmen \$7.04 to \$7.48 (per day). With a few exceptions, the above rates represent an increase of from 15 to 18 cents per hour over the previous rates.

The commission will provide employees with free transportation on its regular car and bus services. All operators will be supplied by the commission with uniform clothing and trackmen, employed at drain work during the spring and fall, with rubber boots.

Provision is made for an Insurance and Sick Benefit Plan, seniority rights and grievance procedure.

Storage

FORT WILLIAM AND PORT ARTHUR, ONT.—CERTAIN TERMINAL ELEVATOR COMPANIES AND BROTHERHOOD OF RAILWAY AND STEAMSHIP CLERKS, FREIGHT HANDLERS, EXPRESS AND STATION EMPLOYEES, LOCAL 650.

Agreements to be in effect from January 1, 1950, to December 31, 1951. The companies recognize the union as the exclusive bargaining agency for all eligible employees for the duration of this agreement. The principle of "open shop" is maintained and there will be no discrimination against any employee because of membership or non-membership in the union.

Check-off: there shall be a voluntary revocable check-off of monthly union dues.

Hours: 8 per day Monday through Saturday, a 48-hour week. *Overtime:* hourly rated employees shall be paid time and one-half for all work over the regular 8 hours per day and on 2 specified holidays and double time for work on Sundays and on 6 specified paid holidays; monthly rated employees shall be paid at *pro rata* rates for all overtime and for work on 8 holidays. Except in case of emergency, no employee shall be required to work more than 11½ hours in any one shift, such time to include both regular time and overtime.

Vacations with pay: 2 weeks to monthly rated employees with one or more years of service and to hourly rated employees who have worked not less than 46 weeks in a period of 52 consecutive weeks.

Wage rates (for the periods from January 1, 1950, to September 30, 1950, and from October 1, 1950, to December 31, 1951, respectively): for ordinary labourers, including shovellers, \$1 and \$1.02 per hour for all other classes of hourly rated employees, including assistant weighmen, electricians assistants, millwrights' assistants, cleaner men, bin floor men, oilers, etc., \$1.05 and \$1.07 per hour (previous rates were 95 cents per hour for ordinary labourers and \$1 for other hourly rated employees); for all monthly rated men the rate of pay existing as at December 31, 1949, shall be increased by \$10.40 and \$14.56 per month. When hourly rated men are appointed to act in a supervisory capacity they shall be paid 10 cents per hour extra.

Off-shift differential: all employees shall receive 5 cents per hour extra for all work performed on any other than their regular day shift.

Provision is made for seniority rights and grievance procedure.

Service

Business and Personal

TORONTO, ONT.—TORONTO LAUNDERERS AND DRY CLEANERS LIMITED AND INTERNATIONAL ASSOCIATION OF CLEANING AND DYE HOUSE WORKERS, LOCAL 180 (CLEANERS AND DYERS UNION).

Agreement to be in effect from September 1, 1950, to August 31, 1951, and thereafter from year to year, subject to notice. The company recognizes the union as the sole and exclusive collective bargaining agency for all eligible employees. There shall be no discrimination, intimidation or coercion against any employee because of his union

or non-union affiliation or because of his activity or lack of activity in any labour organization.

Check-off: the parties agree to a voluntary but irrevocable check-off of union dues.

Hours: in the laundry division 40 and in the dry cleaning division 42½ per week. *Overtime:* time and one-half for work in excess of the standard weekly hours and for work on Sundays and on one statutory holiday, except when they form part of an employee's standard work week. All employees will be granted 7 specified paid holidays (an increase of one). The present system of rest periods will be continued.

Vacations with pay: after 1 year's continuous service 1 week, after 2 years' service 1 week and 1 day, after 3 years' service 1 week and 2 days, after 4 years' service 1 week and 3 days and after 5 years' service 2 weeks.

Hourly wage rates: female employees and boys under 18 years—starting rate 56 cents, after 6 weeks 60 cents; males over 18 years—starting rate 78 cents, after 6 weeks 85 cents, wash men 98 cents; employees in the laundry department will be given additional incentive pay, depending on their production; drycleaning department—checkers, shippers, inspectors, baggers 60 to 71 cents; silk spotting and silk finishing 60 to 86 cents, drycleaners 82 to 98 cents, wool pressers 9½ cents per unit plus 3 cents per hour. The above rates represent an increase of 5 cents per hour over the rates previously in effect. The company agrees to continue its practice of paying a Christmas bonus.

A night shift differential of 5 cents per hour will be paid for time worked after 6 p.m.

Provision is made for grievance procedure and seniority rights.

LONDON, ONT.—MIDDLESEX PROPERTIES LIMITED (OPERATING THE HOTEL LONDON) AND THE HOTEL AND RESTAURANT EMPLOYEES AND BARTENDERS INTERNATIONAL UNION, LOCAL 37.

Agreement to be in effect from October 1, 1950, to October 1, 1951, and thereafter from year to year, subject to notice during the month of August. The company recognizes the union as the sole and exclusive collective bargaining agent for all eligible employees. There will be no discrimination, intimidation, interference, restraint or coercion because of membership or non-membership in the union.

Hours of work vary in accordance with a schedule which forms part of the agreement.

Vacations with pay: 2 weeks will be granted after one year's continuous service.

Daily wage rates: housekeeping department—linen maids, chambermaids \$3.95 to \$4.70; housemen \$4.90 to \$5.80, window washers \$5.25 to \$6.60, wall washer \$4.40 to \$5.25; service department—day bell boy \$1.75 to \$2.30, night bell boy \$2.75 to \$3.75, elevator man \$4 to \$5.20, baggage porter \$3.15 to \$3.95, doorman \$3.75 to \$4.25; dining room—waiters, waitresses \$3.85 to \$4.85; busboys \$3.75 to \$4.25; kitchen department—saucе cook, swing cook, pastry cook and baker \$7.25 to \$8.95; night cook, gardemanger, butcher \$6.25 to \$8.25; boilerman \$6.25 to \$7.60; roast cook \$5.85 to \$6.95, assistant baker and pastry cook \$5.40 to \$6.40, assistant cook \$5.25 to \$6.05, breakfast cook \$4.75 to \$6.25, assistant butcher \$4.25 to \$6.60; ware

washers, pot washer, kitchen porter, night porter \$4.55 to \$4.90; head pantry girl \$4.90 to \$5.75, pantry girls \$4.45 to \$4.70, vegetable cleaners \$3.95 to \$4.75, assistant storekeeper \$4.25 to \$4.95, stewards clerk \$4.25 to \$4.90; cocktail lounge—bartenders \$7.05 to \$7.55, barboys \$4.25 to \$5.25, waiters \$3.75 to \$4.25; beverage room—tapman \$5.25 to \$6.05, waiters \$3.75 to \$4.30, glass washers \$3.75, porter \$4.75 to \$5.75; engineer—ice cutter \$4.25 to \$5.25, plasterer \$8.25, carpenter \$7.85, painter \$7.05, plumber \$8.60; laundry—utility man \$5.40 to \$6.40, laundry washman \$5.40 to \$6.15, extractor operator \$5.40 to \$5.75,

female staff \$4.25 to \$5. In addition to the above rates the company may, at its discretion and according to its merit rating plan, pay employees special merit rates.

Sick leave with pay up to a maximum of 5 days in any one year shall be granted, where necessary, to full time regular employees with one or more years of continuous service. Under no circumstances shall such leave be cumulative. The allowance for sick pay shall only commence after the third day of illness.

Provision is made for *seniority rights* and *grievance procedure*.

Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,* include the repeal of two agreements, the amendment of eleven others and the correction of one of them, and the extension of two new agreements. In addition to those summarized below, they include: the amendment of the agreements for retail stores at Granby and for barbers and hairdressers at St. Hyacinthe published in the *Quebec Official Gazette* issue of January 27. The amendment of the agreement for retail stores at Farnham in the issue of February 3; the repeal of the agreements for municipal employees at Jonquière and at Kenogami, the amendment of the agreement for tannery employees in the province and a correction of an amendment for the metal trades industry at Quebec in the issue of February 10.

Requests for amendments to the agreements for the building trades at Chicoutimi and at Three Rivers, for the dressmaking industry and for tannery employees in the province, for grocers and butchers at Sherbrooke, and for retail stores at Richmond and Melbourne and at Windsor were gazetted January 27; for freight handlers (longshoremen, inland and coastal), for

funeral undertakers, for the ornamental iron and bronze industry and for printing trades at Montreal, for the men's and boys' clothing industry in the province, for retail stores at Rimouski, for the building trades at Sherbrooke and for iron oxide miners at Red Mill, were gazetted February 10.

Orders in Council were also published approving the levy of assessments on the parties to certain agreements.

Manufacturing

Textiles and Clothing

LADIES' CLOAK AND SUIT INDUSTRY. PROVINCE OF QUEBEC.

An Order in Council, dated January 25, and gazetted February 3, amends the previous Orders in Council for this industry (L.G., Jan., 1947, p. 48; June, 1948, p. 619; Aug., 1949, p. 987; Jan., 1950, p. 77, and previous issues).

Minimum wage rates for employees working on an hourly or weekly basis only: fully skilled cutter \$1.28½; semi-skilled cutter 97½ cents; trimmer 98½ cents; fur tailor \$1.06½; assistant fur tailor, machine baster, special machine operator 79½ cents; button sewer, general hand and examiner 56½ cents per hour.

Minimum wage rates for piece-work (piece rates to be fixed to yield at least the following rates for workers in the following classes): skilled operator (male) \$1.28½; skilled operator (female) \$1.05½; section operator (male or female), top presser, machine presser \$1.28½; under presser \$1.22; piece presser, semi-skilled operator (male) 97½ cents; semi-skilled operator (female) 91½ cents; skirt maker, lining maker, finisher, hand baster 79½ cents. Piece-work rates will be the same for male and female employees.

Minimum weekly wage rates for apprentices: apprentice operators, pressers and fur tailors from \$15.40 per week in first 6 months to \$38.56 after 36 months; apprentice skirt makers, lining makers, finishers, machine basters, hand basters and special machine operators from \$15.40 per week in first 6 months to \$31.84 after 24 months; apprentice cutters and trimmers from \$15.40 in the first 6 months to \$51.36 after 48 months; apprentice button sewers, general hands and examiners from \$15.40 in first 6 months to \$22.60 after 18 months.

* In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the *LABOUR GAZETTE*, January, 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

All of the above wage rates are to be in effect from December 1, 1950, and represent an increase of 7 per cent over the rates previously in effect. Notwithstanding the minimum rates per hour set forth in the present agreement all piece-work rates shall be increased by 7 per cent as and from December 1, 1950.

MILLINERY INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated February 1, and gazetted February 10, amends the previous Orders in Council for this industry (L.G., March, 1947, p. 369, Sept., p. 1307; June, 1949, p. 736).

Vacation with pay: 2 weeks with pay (previously one week), after at least one year in the industry and at least 6 months' service with the same employer previous to June 30 in any year. Vacation pay to be calculated as follows: those employees who, during the period from July 1 of any year to June 30 of the following year have worked a minimum total of 1,400 hours (8 full months) are entitled to 2 weeks' pay at their individual weekly rate; employees who have worked less than the time stipulated above are entitled to 4 per cent (previously 2 per cent), of their gross earnings. Employees with a minimum of 2 months' service, in the event of termination of employment, are entitled to 4 per cent (previously 2 per cent), of the wages earned by them after June 30 preceding their termination of employment.

Minimum weekly wage rates in zone I: hand blocker \$57.96; blocker \$53.60; cutter, straw operator, fabric operator \$52.29; draper \$36.60; trimmer draper \$32.40; trimmers \$29.50; zone II—10 per cent less than minimum rates of zone I. (The above rates represent increases ranging from \$4.50 to \$7.76 per week over those formerly in effect.)

Pulp, Paper and Paper Products

UNCORRUGATED PAPER BOX INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated February 1, and gazetted February 10, amends the previous Orders in Council for this industry in the district of Montreal (L.G., Dec., 1947, p. 1802; Aug., 1948, p. 871; March, 1949, p. 301, Oct., p. 1246; April, 1950, p. 516).

Specified paid holidays: the number of paid holidays is now increased to 3 by the addition of Christmas Day and Labour Day.

Minimum hourly wage rates in zone I (Montreal district) for female employees: set-up department—forelady 68 cents; hand worker (class A) 63 cents; hand worker (class C) covering machine operator, staying machine operator, Stoke & Smith machine operator, top-piece machine operator 56 cents; hand-fed machine table gummer, packer and tier, four-corner machine feeder, operators on machines not classified above 54 cents; folding department—forelady 68 cents; stitcher operator 56 cents; stripper, folder, packer and tier, Brightwood machine feeder, automatic glueing machine feeder, operators of machines not classified above 54 cents. (The above rates in most cases are from 5 cents to 7 cents per hour higher than those previously in effect.) Basic hourly wage rates for female employees are from 40 cents per

hour during the first 3 months and 45 cents during the second 3 months to 50 cents per hour during the fourth 3 months instead of from 40 cents during the first 6 months to 48 cents in the fourth 3 months as previously in effect. The classifications hand labeller 54 cents and labelling machine operator 56 cents per hour are added to the schedule of minimum rates for the set-up department.

Minimum hourly wage rates in zone I for male employees: set-up department—foreman \$1.19 assistant \$1.04; scorer, cutter on knife (first class) 95 cents; cutter on knife (second class) 85 cents; end-piece operator (single) 84 cents; end-piece operator (double) 87 cents; four-corner stayer operator 91 cents; feeder (four-corner stayer), punch operator 77 cents; circular saw operator 78 cents; splitter operator 80 cents; bale press operator 76 cents; folding department—foreman \$1.19, assistant \$1.04; die maker \$1.06, assistant die maker 78 cents; automatic glueing machine makeready man 99 cents; Brightwood machine makeready man 91 cents; feeder (Brightwood machine), feeder (cylinder box press) 77 cents; cutter on knife (first class), cylinder box pressman 95 cents; cutter on knife (second class) 85 cents; stripper 74 cents; bale press operator 76 cents; general—machinist (first class) 95 cents; maintenance and repairman, truck driver 82 cents; shipper 90 cents; boiler fireman 73 cents. (The above rates for male employees of zone I represent increases ranging from 6 to 11 cents per hour over those previously in effect.) Basic wage rates of male employees, over 18 years of age (previously no age limitation mentioned), are increased by 5 cents per hour and are now from 55 cents per hour during the first 3 months to 70 cents per hour in the fourth 3 months. Rates for stationary enginemmen 78 cents per hour and for chief-enginemman (second class) \$43.50 per week; (third class) \$37.25 per week remain unchanged. New classifications are added to the minimum wage schedules of various departments and their rates are as follows: set-up department—creasing operator 95 cents, wrapper makeready man 90 cents, operator of machines not classified above 75 cents; folding department—Indman machine makeready man 91 cents; waxing machine makeready man 75 cents; automatic cellophane machine makeready man 99 cents; feeder automatic cellophane machine, feeder (platen die cutting press) 77 cents; power stacker-lift truck operator 80 cents; platen die cutting pressman 88 cents; packer and tier 70 cents; operators of machines not classified above 75 cents; general—electrician 95 cents, assistant shipper 75 cents, watchman 70 cents. A new basic wage scale for male employees under 18 years of age is included and the minimum rates are as follows: from 45 cents per hour during the first 3 months to 55 cents in the fourth 3 months.

Night shift differential is now 15 per cent in excess of the regular day shift rates instead of 20 per cent, as previously in effect, and any remuneration for overtime work will include this 15 per cent.

Printing and Publishing

PRINTING TRADES, QUEBEC DISTRICT.

An Order in Council, dated February 8, and gazetted February 17, makes obligatory the terms of a new agreement between "Le

Syndicat patronal de l'Imprimerie de Québec, Inc." and "Le Syndicat Catholique des Imprimeurs et Relieurs de Québec, Inc." "L'Union Typographique de Québec", Local No. 302, "L'Union des Pressiers et Clicheurs de Québec", Local No. 152, "L'Union des Relieurs", Local No. 152, Québec, "Le Syndicat Catholique des Imprimeurs de Rimouski et Rivière-du-Loup", "Le Syndicat Catholique des Ouvriers Imprimeurs de la Beauce". Agreement to be in force from February 17, to December 31, 1951, and thereafter from year to year, subject to notice. Contracting parties have agreed to a *retroactive date of January 1, 1951*, from which date the terms of this agreement will be in effect. The agreement covers both daily newspaper and job work.

Territorial jurisdiction comprises the judicial districts of Quebec, Beauce, Montmagny, Kamouraska, Rimouski, Gaspé, Bonaventure and those parts in the districts of Three Rivers, St. Francois and Arthabaska not governed by the agreement for printing trades in the Montreal district.

Establishments governed by the agreement are divided into 5 classes for the purpose of rating the wages and the duration of labour: class "A"—includes all establishments operating one or more rotary multi-cylinder printing presses, for whatever purpose, as well as photogravure and electrotyping establishments with the exception of paper bag factories; class "B"—includes all establishments operating one cylinder and 3 automatic presses, or 2 cylinder and 2 automatic presses, or 3 cylinders and one automatic press, or 4 cylinders or more, and paper bag factories; class "C"—includes all establishments operating 2 cylinder presses (or more), or one composing machine (or more), or one cylinder when employing 7 male employees (or more), or any establishment employing 7 or more male employees irrespective of the equipment, as well as lithography, offset, photo-litho, ruling and bookbinding establishments not specifically mentioned in classes "A", "B" and "E", and the printing departments of paper box manufacturing concerns; class "D"—includes all establishments not comprised in the other categories; class "E"—includes all establishments engaged exclusively in bookbinding operations.

Hours: 42½ hours per week for establishments of classes "A", "B", "C" and "E" of the judicial district of Quebec with the exception of the aniline press department of paper bag factories; 45½ hours per week for establishments of class "D" of the judicial district of Quebec, for the aniline press department of paper bag factories and for all establishments of judicial districts other than that of Quebec; hours for night shifts—a maximum of 39½ hours constitutes a regular work week with the exception of establishments in judicial districts other than that of Quebec where the regular week is one of 42½ hours; the maximum daily duration of night work in all establishments governed by this agreement is 8½ hours. In paper box factories the regular duration of work is 48 hours. (The above hours represent a reduction of 2½ hours per week with the exception of those for paper box factories which remain unchanged.) From January 1, 1952, the standard work week will be reduced by 2½ hours in all shops.

Overtime as previously in effect, is pay-

able at the rate of time and one-half; double time for work on Sundays and 8 specified *paid holidays*. Paid statutory holidays were increased from 5 to 6 in 1949, to 7 in 1950 and to 8 in 1951 as provided for in the previous agreement summarized in the LABOUR GAZETTE issue of February, 1949, on p. 178.

Minimum hourly and weekly wage rates: typographer, keyboard, caster operator, electrotypewriter \$1.33 per hour for class "A", \$1.28 for class "B", \$1.23 for class "C" (electrotypers not included in classes "B" and "C"); bookbinding finish-gilder \$1.33 for class "A", \$1.28 for class "B", \$1.23 for class "C", \$1.19 for class "E", pressman and stereotyper \$1.30 for class "A", \$1.26 for class "B", \$1.21 for class "C"; bookbinder \$1.25 for class "A", \$1.22 for class "B", \$1.18 for class "C", \$1.16 for class "E"; photo-engravers and camera operator \$1.25 for class "A", pressman on cylinder \$1.08 for class "D"; pressman on platen press and typographer \$1 for class "D". (These rates are 11 cents per hour higher than those formerly in effect.) As previously in effect, journeymen on *night shifts* will receive \$3 more per week than the regular rates established for day workers and foremen will be paid \$5 more per week than journeymen in class "A", \$4 more in classes "B" and "C", and \$3 more in other classes. Rates for bookbinding female employees are increased by from \$1 to \$2 per week and are now as follows: from \$14 per week in the first 6 months to \$22 in the second 6 months of the fourth year. Minimum rates for apprentices are from \$1 to \$2 per week higher than those formerly in effect and are now as follows: class "A"—from \$16 per week in the first year to \$35 in the second 6 months of the fifth year; classes "B" and "C"—from \$15 to \$34; classes "D" and "E"—from \$15 to \$31. Apprentices on *night shifts* receive an additional \$2 per week. Caster men's helpers will receive apprentices' wages up to the rate fixed for the fourth year inclusive; after 4 years their rate will be increased by 10 per cent every year, until they attain the journeymen's rate. Rates for helpers in classes "A", "B" and "C" remain unchanged at from 43 cents per hour in the first year to 47 cents in the second year.

In judicial districts, other than that of Quebec, the wage scale may be reduced by 10 per cent.

Vacation: one week with pay annually after one year's continuous service; one-half day with pay for each month of service for those who have been employed less than one year. (The above provisions are similar to those previously in effect.) New provisions are added as follows: all journeymen, with the exception of bookbinding female employees, are entitled, each year, to 3 days additional vacation with pay and vacation pay is computed on the basis of 50 per cent of the journeymen's wages for the standard work week. The period of continuous service which entitles an employee to an annual vacation with pay extends from May 1 of one year to April 30 of the following year.

Home work is prohibited. Provision is made for board and lodging, for apprenticeship regulations, and for the proportion of apprentices, in ratio to the number of journeymen, that may be employed in establishments of various classes.

Metal Products

METAL TRADES, QUEBEC DISTRICT.

An Order in Council, dated January 25, and gazetted February 3, amends the previous Orders in Council for this industry (L.G., Nov., 1948, p. 1247; Jan., 1949, p. 67, Oct., p. 1247; Jan., 1950, p. 77, Dec., p. 2067). Another amendment to this agreement was published in the *Quebec Official Gazette* issue of November 18, 1950. The present amendment provides that the name "Metal Trades, Quebec District", will be substituted for the name "Mechanical Construction and Repair Industry, Quebec District".

Territorial jurisdiction of the agreement comprises the city of Quebec and within a radius of 50 miles from its limits, and the municipalities of St. Ephrem de Beauce, St. André de Kamouraska and St. Jean-Port-Joli.

Industrial jurisdiction comprises the fabrication, installation, transformation and repair of boilers, metal or mechanical parts, tanks, engines, machines or parts of all kinds, and other mechanical equipment, whether such operations be carried out inside or outside metalworks, and whether it constitutes the main or secondary industry of the establishment provided it is done for commercial purposes. It also applies and extends exclusively within the limits of its territorial jurisdiction to any construction, installation, transformation and repair of boilers and tanks not carried out in metalworks. However, this agreement does not apply to office chief-clerks and clerks, foreman (not doing manual work), technical staff, elevator operators, messengers, maintenance employees, employees engaged in shipbuilding and repairs, students under 16 years of age in charitable institutions governed by the Public Charities Act, employees specifically engaged in the construction or repair of elevators who are governed by the agreement for the elevator construction industry for the province (included in the building trades agreement for Montreal) nor to employees in an establishment not principally engaged in metalwork operations and who are covered by a private collective agreement stipulating better working conditions and higher wages than those of the present agreement.

Minimum hourly wage rates: toolmakers \$1.15 in zone I, \$1.02 in zone II; draughtsman \$1.05 in zone I, 92 cents in zone II; general machinist, pattern-maker, general welder 95 cents in zone I, 82 cents in zone II; lathe, milling machine, etc., machinist, marine mechanic, fitting mechanic, boiler-maker, tinsmith, pipe mechanic, welder (electricity and acetylene) 90 cents in zone I, 77 cents in zone II; metalworkers joiner, blacksmith, cutter (electricity, oxyacetylene), bodyworker 85 cents in zone I, 72 cents in zone II, except for bodyworker whose rate in zone II is 77 cents; storekeeper 80 cents in zone I, 67 cents in zone II; truck driver 75 cents in zone I, 64 cents in zone II; helper 70 cents in zone I, 62 cents in zone II; common worker 65 cents in zone I, 57 cents in zone II. (The above minimum rates represent an increase of 5 cents per hour in zone I and 7 cents per hour in zone II over those rates previously in effect.) Minimum rates for construction boilermakers, erectors, steam generating mechanics, welders, are increased from \$1.15 to \$1.50, for helpers

from 85 cents to \$1.10; however the installation of portable tanks and boilers under 2 tons in weight will be remunerated at the rates provided for by the terms of this agreement and shown above. Rates for machine operators remain unchanged at from 65 cents in zone I during the first year, 55 cents in zone II, to 75 cents in zone I and 65 cents in zone II in the third year. Minimum rate for machine fitters (formerly classified as assemblers) is unchanged at 55 cents during the first year in zone I, 50 cents in zone II; 62 cents during the second year in zone I, 55 cents in zone II, but is increased from 68 to 70 cents during the third year in zone I, from 60 to 62 cents in zone II; increased from 75 to 78 cents during the fourth year in zone I, from 65 to 68 cents in zone II. The following classifications are added to the wage scale—machine feeders from 45 cents during the first 6 months in zone I, 40 cents in zone II, to 55 cents during the second 6 months of the third year in zone I, 50 cents in zone II; metal products fitter from 55 cents during the first 6 months in zone I, 50 cents in zone II to 65 cents during the second 6 months of the third year in zone I, 60 cents in zone II. Apprentices who have completed their apprenticeship period are entitled to an increase of 10 per cent on the wages of a fourth year apprentice, a second 10 per cent after an additional period of not less than 6 months and a third 10 per cent increase after an additional period of not less than one year. Thereafter, the apprentice will be examined by the Board of Examiners and, based on the result, the apprentice will be classified as a journeyman or will remain a fourth year apprentice, third 10 per cent. Examinations may be repeated after every additional apprenticeship period of one year. Employees engaged in more than one operation or trade will receive the rates applicable to the highest paid operation or trade. If a piece-work or job-work system is established the workers will be paid not less than the minimum rates fixed in the present agreement.

Apprenticeship regulations are included in the terms of this amendment.

Construction

METAL TRADES, QUEBEC DISTRICT.

See above under "Manufacturing: Metal Products."

BUILDING TRADES, ST. HYACINTHE.

An Order in Council, dated January 25, and gazetted February 10, amends the previous Orders in Council for this industry (L.G., July, 1947, p. 1002, Sept., p. 1308; May, 1948, p. 488; Oct., 1949, p. 1247; Feb., 1950, p. 209, Aug., p. 1185, Oct., p. 1679, Dec., p. 2067; Jan., 1951, p. 64, and previous issues).

Cost-of-living wage adjustment: for quarterly adjustments the Parity Committee will take as a basis the federal cost-of-living index for the months of February for the May adjustment, of May for the August adjustment, of August for the November adjustment and of November for the February adjustment.

PLUMBERS, THREE RIVERS.

An Order in Council, dated February 8, and gazetted February 17, amends the

previous Orders in Council for this industry (L.G., May, 1948, p. 488; June, 1950, p. 876). This amendment to be in effect from January 1, 1951.

Minimum hourly wage rates for contractors (personal services) are increased from \$1.70 to \$1.80 per hour; senior journeymen from \$1.10 to \$1.20; junior journeymen from 95 cents to \$1 per hour; common workers from 70 to 80 cents per hour. Rates for apprentices remain unchanged during the first and second year but are increased by 5 cents per hour during the third and fourth year and are now as follows: 40 cents per hour in the first year, 55 cents in the second, 65 cents in the third, and 75 cents in the fourth year.

Transportation and Public Utilities

Local and Highway Transport

TRUCK DRIVERS, MONTREAL.

An Order in Council, dated January 25, and gazetted February 3, amends the previous Orders in Council for this industry (L.G., Sept., 1948, p. 995; Aug., 1949, p. 989). Another amendment to this agreement was published in the *Quebec Official Gazette* issue of April 15, 1950, p. 1125.

Welfare Plan: all employers will pay an amount of \$3.50 per calendar month towards a group insurance plan which will provide, to each employee with at least 80 hours of service per month, the following benefits—life insurance, sickness and accident, and hospital and doctor's fees. New employees are eligible to insurance after the last day of the second month following that in which they were employed. Certain benefits, as sickness and accident, and hospital and doctor's fees may be extended to include an employee's wife and unmarried children under nineteen years of age.

This plan will be administered by the Parity Committee who may appoint a sub-committee to be responsible for the levy of assessments from the employers to finance the above plan.

Water Transport

LONGSHOREMEN, CHECKERS AND COOPERS (OCEAN AND INLAND), SOREL.

An Order in Council, dated January 25, and gazetted February 3, makes obligatory the terms of a new agreement between certain stevedoring firms and Le Syndicat Catholique et National des Débardeurs de Sorel, Inc. Agreement to be in effect from February 3, 1951, until January 31, 1952, thereafter from year to year, subject to notice.

This agreement applies to the loading and unloading of all ships (including the handling of grain) engaged in ocean, inland and coastal navigation, to the loading and unloading of all railway cars, as well as the work of checkers and coopers. It also applies to longshoremen paid by the hour and engaged in loading and unloading explosives.

Territorial jurisdiction comprises the harbour of Sorel.

Overtime: work on Sundays and 5 specified holidays, time and one-half. Time and one-half to be paid also for work during meal hours and thereafter until relieved. However, if the work can be completed in one working hour, longshoremen will work during the meal hour at the regular rate of wages. Overtime for those workers engaged in handling explosives will be paid at the rate of double time after 6 p.m., and for work performed on Sundays and 5 specified holidays, but no employee is compelled to work on any of the above specified holidays.

Minimum hourly wage rates: for loading grain—\$1.07½ for work between 7 a.m. and 6 p.m.; \$1.17½ for work between 7 p.m. and 12 midnight; \$1.27½ for work between 12 midnight and 6 a.m.; for unloading grain out of lake and ocean steamers into the elevator—97½ cents per hour for work between 7 a.m. and 6 p.m.; \$1.00½ for work between 7 p.m. and 12 midnight; \$1.07½ for work between 12 midnight and 6 a.m.; for loading or unloading of cargoes not otherwise specified from or to vessels and for railroad cars, cleaning or bunkering of vessels and erection of grain fitting—\$1.02½ for work between 7 a.m. and 6 p.m.; \$1.12½ for work between 7 p.m. and 12 midnight; \$1.22½ for work between 12 midnight and 6 a.m.; for unloading or loading of vessels and/or railroad cars and cleaning same from sulphur, china clay, potash, cyanamid, pitch and all other similar strong cargoes, not including phosphates—\$1.17½ for work between 7 a.m. and 6 p.m.; \$1.27½ for work between 7 p.m. and midnight; \$1.37½ for work between 12 midnight and 6 a.m.; foremen to be paid 10 cents per hour extra. Longshoremen reporting for work at 7 a.m. and 1 p.m. will wait one-half hour without pay, but if required to wait longer, regular rates of pay for such waiting time; those workers reporting for duty at 7 p.m. will be paid at regular rates until discharged. Employers may call longshoremen for 10 a.m. and 3.30 p.m. In the event of being put to work or discharged, longshoremen will be paid a minimum of one hour at the prevailing rate for each time called with the exception of the 3.30 p.m. call for which they will be paid a minimum of 2 hours at the prevailing rate; no calls to duty between 7 p.m. and 7 a.m. (with the exception of those workers engaged in trimming bunker-coal) who will be paid a minimum of 4 hours from the time ordered out to commence work. **Minimum wages for the handling of explosives** are as follows: for work between 7 a.m. and 12 noon and between 1 p.m. and 6 p.m.—longshoremen, water carriers \$1.35; foremen, carpenters, winchmen and hatchmen \$1.45; walking bosses \$1.85. Employees required to work will be called for 7 a.m., 7.30 a.m., 10 a.m., 1 p.m., 1.30 p.m., 3.30 p.m. and be paid for one hour at the prevailing rate from the time ordered out except for the 3.30 p.m. call for which the employees will be paid a minimum of 2 hours.

Hatch beams must be taken off or bolted when men are working in the hatch and using a winch.

Provision is made for the number of men in gangs and the number varies according to the type of work performed.

FAIR WAGES CONDITIONS IN DOMINION GOVERNMENT CONTRACTS

The Fair Wages Policy of the Dominion Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work, and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain from the Department of Labour schedules setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are awarded in accordance with a policy which provides that wage rates must equal those current in the district.

A more detailed account of the Dominion Government's Fair Wages Policy is given in the *LABOUR GAZETTE* for July, 1946, p. 932.

Schedules Prepared and Contracts Awarded During January

(1) *Works of Construction, Remodelling, Repair or Demolition.*

During the month of January the Department of Labour prepared 72 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

During the same period a total of 125 construction contracts was awarded by the various Government departments. Particulars of these contracts appear below.

Copies of the relevant wages schedules are available to trade unions or other *bona fide* interested parties, on request.

The labour conditions of each of the contracts listed under this heading, besides stipulating working hours of not more than eight per day and forty-four per week, provide that "where, by provincial legis-

lation, or by agreement or current practice, the working hours of any class of workers are less than forty-four per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour", and also specify that the rates of wages set out therein are "minimum rates only" and that "nothing herein contained shall be considered as exempting contractors and subcontractors from the payment of higher rates in any instance where, during the continuance of the work such higher rates are fixed by provincial legislation, by agreements between employers and employees in the district or by changes in prevailing rates".

(2) *Contracts for the Manufacture of Supplies and Equipment.*

Contracts for supplies and equipment were awarded as follows, under the policy that wage rates must equal those current in the district:—

Department	No. of contracts	Aggregate amount
Canadian Commercial Corporation. . . .	10,694	\$15,917,468.71
Post Office.	13	94,221.19
Public Works.	1	5,450.00

(3) *Arrears of Wages*

During the month of January the sum of \$177.03 was collected from one employer who had failed to pay the wages required by the labour conditions attached to his contract. This amount was distributed by the Department to the 22 employees concerned.

Contracts Containing Fair Wages Schedules Awarded During January

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of 8 per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Canadian Commercial Corporation

Goose Bay, Labrador: A. F. Byers Construction Co. Ltd., repair of hangar trusses, RCAF Station. Summerside, P.E.I.: M. F. Schurman Co. Ltd., repairs to sub-floors of

Buildings 7, 9, 13, 15, 20, 30, 38, 51 and 56, RCAF Station. *Dartmouth, N.S.*: Trynor Construction Co. Ltd., renewal of water distribution system, RCN Armament Depot; Arthur & Conn, Ltd., installation of electrical work underneath mezzanine floor Hangar 21, RCN Air Station. *Debert, N.S.*: Dominion Steel & Coal Corp. Ltd., construction of chain link fence, Magazine Area. *Sydney, N.S.*: R. G. McDougall, redecking jetty, Point Edward Naval Base. *Moncton, N.B.*: W. Ronald McLaughlin, repairs to foundation Building No. 1, Garrison Barracks. *Lachine, P.Q.*: R. M. Clark Construction Co. Ltd., renovation of officers' mess, Building No. 3, RCAF Station. *St. Hubert, P.Q.*: Building Renovators Ltd., interior painting of hangars, RCAF Station. *London, Ont.*: A. N. Martin, exterior painting of 11 buildings, Wolseley Barracks; Sid Jones Construction Co. Ltd., insulation heating and ablution facilities Building No. 8, Central Ordnance Depot; A. F. Byers Construction Co. Ltd., repair to Hangar No. 2, RCAF Station. *Mount Hope, Ont.*: W. J. Walsh & Co., re-location of boilers and installation of new heating system, RCAF Station. *Gimli, Man.*: Hudson's Bay Co., laying of linoleum, RCAF Station. *Winnipeg, Man.*: Henry E. Gibson & Co., construction of classrooms and general repairs, HMCS "Chippawa". *Saskatoon, Sask.*: Onufry Waschuk, repairs to sub-floors of Buildings 1, 6, 17, 19, 32 and 35, RCAF Station. *Abbotsford, B.C.*: F. Drexel Co. Ltd., re-insulation of heating distribution lines, RCAF Station. *Kamloops, B.C.*: H. Giddens Ltd., replacement of flashings, RCN Magazine.

Central Mortgage and Housing Corporation

St. John's, Nfld.: Chester Dawe Ltd.,* installation of screen and storm doors. *Cornwallis, N.S.*: George Mabee,* installation of surface drains, culverts and ditching of streets; George Mabee,* building of log crib; George Mabee,* installation of surface drains and ditching; George Mabee,* log crib construction. *Dartmouth, N.S.*: Trynor Construction Co. Ltd., installation of sewer and water services, HMCS "Shearwater". *Yarmouth, N.S.*: Rodney Contractors Ltd.,* grading, drainage, gravelling of lots and construction of walks, etc. *Chatham, N.B.*: Terminal Construction Co. Ltd., construction of 65 housing units. *Saint John, N.B.*: Lloyd R. Mawhinney Ltd.,* installation of rink rims. *Barriefield, Ont.*: McGinnis & O'Connor Ltd.,* earth fill. *Centralia, Ont.*: Parker Construction,* construction of house walks and front paths;

Parker Construction,* partial construction of house walks. *Cobourg, Ont.*: George F. Turner,* elimination of deficiencies. *Fort Erie, Ont.*: Rigby's Ltd.,* installation of doors and insulation. *Hamilton, Ont.*: Wilf. Malstorm,* elimination of deficiencies. *North Bay, Ont.*: Sterling Construction Co. Ltd., construction of 6 classroom school. *Niagara Falls, Ont.*: Rigby's Ltd.,* installation of doors and insulation. *Trenton, Ont.*: Town of Trenton,* cleaning sewers. *Windsor, Ont.*: Sterling Construction Co. Ltd.,* construction of concrete walks. *Edmonton, Alta.*: Hume & Rumble Ltd., installation of electrical distribution services, street lighting, fire alarm and security lighting systems. *Chilliwack, B.C.*: Wm. M. Orr & Vancouver Associated Contractors Ltd.,* road construction; Wm. M. Orr & Vancouver Associated Contractors Ltd.,* road construction. *Vancouver, B.C.*: Pyke & White Construction Co. Ltd.,* elimination of deficiencies; Howard Shields,* rough grading; Howard Shields,* clearing lot; Monarch Construction Co. Ltd.,* road maintenance; Pyke & White Construction Co. Ltd., construction of house sidewalks; Baynes Manning Ltd.,* setting and adjusting valve boxes and installing new services; Biltmore Construction Co. Ltd.,* construction of house sidewalks and steps.

Defence Construction Limited

Summerside, P.E.I.: Island Telephone Co., installation re VHF/DF Building. *Dartmouth, N.S.*: Bryant Electric Co., installation of electrical system; Acadia Construction Ltd., construction of boiler house and tunnels for central heating plant, HMCS "Shearwater", United Steel Corporation Ltd., installation of coal handling equipment for central heating plant, HMCS "Shearwater"; Canadian Comstock Ltd., installation of steam piping and return distribution system and steam plant auxiliaries, HMCS "Shearwater". *Greenwood, N.S.*: Maritime Telegraph & Telephone Co., installation re VHF/DF Building. *Chatham, N.B.*: Modern Construction Ltd., construction VHF/DF Building facilities; Modern Construction Co. Ltd., construction of combined mess, unit supply building, fire hall and bulk petroleum storage. *Quebec, P.Q.*: Valere Brochu, renovation of casements, the Citadel; Frs Jobin Inc. construction of one-100 man barrack block No. 1. *Clinton, Ont.*: Johnson Bros. Co. Ltd., construction of permanent type barrack block, etc., RCAF Station. *Gloucester, Ont.*: Tower Co. Ltd., erection of pre-fabricated instructional building. *Grand Bend, Ont.*: H. E. Mott Co. Ltd., erection of one-108,000 gallon water storage

tank. *Kitchener, Ont.*: William Knell & Co. Ltd., installation of heating system, Knellwood Park Armoury. *North Bay, Ont.*: Sterling Construction Co. Ltd., construction of unit supply building, 180 man barrack block and combined mess, RCAF Station; H. A. Hennessy, clearing of land and building site. *Oakville, Ont.*: S. McNally & Sons Ltd., construction of a new "H" Hut, Ortona Barracks. *Ottawa, Ont.*: A. S. Peterson Ltd., construction of steelox building, Defence Laboratory, Montreal Road. *Petawawa, Ont.*: McLaughlin Bros., installation of water intake pipeline; M. Sullivan & Sons Ltd., construction of 2 barrack blocks, mess hall and workshop. *Pictou, Ont.*: Kingston & Salmon, construction of extension to central heating plant, RCSA. *Winnipeg, Man.*: Power Plant Contractors Ltd., installation of oil burning system, Fort Osborne Barracks. *Wainwright, Alta.*: International Water Supply, drilling of permanent well. *Chilliwack, B.C.*: Bennett & White Construction Co. Ltd., construction of 250 man barrack block, RCME. *Fort Nelson, B.C.*: Marwell Construction Co. Ltd., construction of 30 permanent married quarters, RCAF Station.

National Harbours Board

Montreal Harbour, P.Q.: Automatic Sprinkler Co. of Canada Ltd., installation of fire protection systems in sheds 2 to 6 inclusive.

Department of Public Works

Rocky Point, P.E.I.: Wallace Noye, Allison Raynor & James Noye, wharf repairs. *Summerside, P.E.I.*: McNamara Construction Co. Ltd., breakwater repairs. *Cooper's Point, N.S.*: A. J. Campbell, J. A. Campbell & J. A. McIsaac, construction of breakwater. *Halifax, N.S.*: Mosher & Rawding, breakwater improvements; Standard Construction Co. Ltd., alterations to kitchen and canteen, customs examination and waiting room building; Arthur & Conn Ltd., electrical improvements, Old Post Office Building. *Lunenburg, N.S.*: Rodney Contractors Ltd., repairs, improvements, painting and laying of linoleum, Marine Hospital. *Pictou, N.S.*: J. P. Porter Co. Ltd., restoration of harbour facilities, Pier "C". *Chockfish, N.B.*: Diamond Construction Co. Ltd., repairs to breakwaters. *Baie St. Paul, P.Q.*: McNamara Construction Co. Ltd., harbour improvements. *Grande Rivière, P.Q.*: James S. Watt, construction of protection works. *Lachine, P.Q.*: Richard & B. A. Ryan Ltd., installation of additional ventilator openings and repairing of

underpinning to Buildings Nos. 27, 34, 35, 36, 37, 38, 39, RCAF Depot; J. L. E. Price & Co. Ltd., repairs to underpinning of Buildings 23, 32, 33, 40, 41 and installation of air vents in Buildings 17, 18, 19, 23, 32, 33, 40, 41 at former RCAF Depot. *Lacolle, P.Q.*: Paul Boucher, construction of bus terminal and examining warehouse. *Lauzon, P.Q.*: Edgar Jourdain, extension to west guide pier at the Lorne Graving Dock. *Paspébiac, P.Q.*: B. Joncas, wharf reconstruction. *Quebec, P.Q.*: Emile Côté, demolition of marine stores building, etc.; Emile Frenette Ltée, construction of marine stores building. *Ste. Anne de Bellevue, P.Q.*: Walter G. Hunt Co. Ltd., construction of new sewage pumping station, Ste. Anne's Hospital. *Departure Lake, Ont.*: R. A. Blyth, construction of wharf. *Meaford Ont.*: Russell Construction Co. Ltd., repairs to harbour walls. *Moose Factory, Ont.*: Universal Plumbing & Heating Co. Ltd., installation of steam mains, water main, sewer lines, and steam heating system, Indian Residential School. *Ottawa, Ont.*: A. Lanctot Construction Co., alterations to room 1147 for new X-ray department, Lisgar St.; Taggart Construction Ltd., construction of film vault and instrument houses for National Film Board, Montreal Road; William D'Aoust, alterations on the 2nd, 3rd and 7th floors, Sovereign Building; M. J. Sulphur & Sons Ltd., addition and alterations, Royal Canadian Mint; Taylor Engineering & Construction Co. Ltd., installation of ash handling equipment, Central Heating Plant, Cliff St.; Anglin-Norcross Ont. Ltd., superstructure, Dominion Bureau of Statistics Building, Tunney's Park Development; Canadian Fairbanks-Morse Co. Ltd., installation of accessory equipment, Central Heating Plant, Cliff St. *Thornbury, Ont.*: McNamara Construction Co. Ltd., reconstruction of pier. *Toronto, Ont.*: McNamara Construction Co. Ltd., harbour improvements. *Windsor, Ont.*: Sterling Construction Co. Ltd., warehouse repairs. *Hecla, Man.*: Wm. Newman Co. Ltd., wharf repairs. *Swan River, Man.*: W. C. Wells Construction Co. Ltd., construction of public building. *Fort Qu'Appelle, Sask.*: Harvey Lunan Construction Co., construction of public building. *Regina, Sask.*: J. C. Davis Ltd., installation of automatic sprinklers, Veterans' Hospital; Smith Bros. & Wilson Ltd., erection of crime detection laboratory for RCMP. *Swift Current, Sask.*: Walter J. Burden Ltd., construction of addition to Soils Laboratory, Dominion Experimental Station. *Brooks, Alta.*: Hornstrom Bros., construction of public building. *Calgary, Alta.*: North West Electric Co. Ltd.,

improvements to lighting system, public building. *Crescent, B.C.*: Todd Construction Co. Ltd., wharf construction. *Denman Island, B.C.*: James McDonald Construction Co. Ltd., float renewal. *Fraser River, B.C.*: Gilpin-Nash Ltd., improvements (Kirkland Island). *Vancouver, B.C.*: Allan & Viner Construction Co. Ltd., alterations, etc., on 2nd and 3rd floors, Federal Building; Barr & Anderson Ltd., installation of automatic sprinklers, Hycroft Veterans' Home. *Montreal, P.Q.*: Canadian Vickers Ltd.,* construction and delivery of 7 80' steel pontoons, Dredge *PWD. No. 21*. *Wheatley, Ont.*: N. C. Scrigley,* extension of western retaining wall, driving timber sheet piling on west face of eastern crib-

work breakwater and addition of stone rip rap on inner ends of the two retaining walls.

Department of Transport

Dorval, P.Q.: Quemont Construction Inc., alterations and additions, administration building, airport. *Montreal, P.Q.*: Atlas Construction Co. Ltd., construction of vehicular tunnel, under Lachine Canal. *Hastings, Ont.*: Central Bridge Co. Ltd., fabrication and erection swing bridge over Trent Canal. *Sault Ste. Marie, Ont.*: Dominion Bridge Co. Ltd., repairs to emergency swing dam. *Sandspit, B.C.*: Hanssen Construction Co. Ltd., erection of administration building.

Recent Regulations Under Dominion and Provincial Legislation

A National Advisory Council on Manpower was set up to consider various aspects of manpower questions and to advise the federal Minister of Labour regarding the most effective utilization of the present and potential working force of Canada.

In Saskatchewan, the Brotherhood of Railroad Signalmen has, by a majority vote of its members, been brought under the Workmen's Compensation (Accident Fund) Act. The Order permitting workers in shops and offices in the smaller centres of the Province to work up to 48 hours in a week without payment of overtime has been extended to December 31, 1952.

The supplementary grant which may be paid in cases of need under the Ontario Mothers' Allowances Act was raised from \$10 to \$20.

DOMINION

National Advisory Council on Manpower

Order in Council P.C. 567 of February 1 authorized the establishment of a National Advisory Council on Manpower "to advise the Minister of Labour on matters related to the most effective utilization in the national interest of the present and potential man and woman working force of Canada".

The Order in Council named the Clerk of the Privy Council and the Deputy Minister of Labour as joint chairmen of the Council which is to include four representatives of labour, four of employers, and two each of agriculture, women and veterans, appointed by the Minister of Labour, with the approval of the Governor in Council, after consultation with the appropriate national organizations. Also designated as members of the Council are representatives of the divisions of the government service responsible to the Ministers of Agriculture, Citizenship and Immigration, Finance, Fisheries, Justice, Labour, National Defence, Resources and Development, Trade and Commerce and Veterans Affairs and to the Secretary of State.

The National Advisory Council on Manpower is authorized, in the discharge of its duties, to utilize the services of the Unemployment Insurance Commission, its National Employment Services, and the national, regional and local Employment Advisory Committees operating under the Unemployment Insurance Act. (See also L.G., March, 1951, p. 311.)

PROVINCIAL

Alberta Workmen's Compensation Act

Employment by counties has been declared an industry to which the Workmen's Compensation Act applies from January 1, 1951, by notice of the Workmen's Compensation Board which was gazetted on February 15. An Act to provide for the setting up of counties was passed at the 1950 session of the Alberta Legislature.

British Columbia Health Act

The Minister of Health and Welfare may, where necessary or advisable, exempt for a specified period mobile camps or any particular camp from the application of the whole or a part of the general regulations for the sanitary control of industrial camps (L.G., 1947, p. 197).

The general regulations apply to lumber, mining and railway construction camps, saw mills, canneries and similar places established by an employer as living quarters for his employees, with or without charge.

The Order in Council permitting exemptions to be granted was made on February 27 and gazetted March 1.

British Columbia Workmen's Compensation Act

A change has been made in the industrial diseases schedule under the Workmen's Compensation Act, by an Order made on February 7 and gazetted on February 15.

As previously, employees who contract tuberculosis in their work where there is

contact with tuberculous infection or tuberculous-infected material will be compensated if they are free from evidence of tuberculosis before engaging in their employment and for six months thereafter. However, when primary tuberculosis, as proven by a negative tuberculin test on employment, develops during the first six months of employment, compensation will be payable.

The amendment, effective from March 1, stipulates that any subsequent tuberculosis which develops three years or more after the disease has been arrested will not be deemed to have been a result of the original disability.

The places of employment where compensation for this disease is payable include hospitals, sanatoria, clinics, and public health units of the Provincial Government, of the University of British Columbia, of any municipality or of a school board, or of any branch of the Victorian Order of Nurses.

Nova Scotia Trade Union Act

The regulations governing the procedure of the Nova Scotia Labour Relations Board were amended by an Order in Council of February 28, gazetted on March 7. The section which stated that every application for certification, verified by statutory declaration, must set forth a copy of the union constitution, the names and addresses of its officers, etc. was changed to provide that every application must be supported by these documents which will not form part of the application but are for the information of the Labour Relations Board only.

Ontario Mothers' Allowances Act

The supplementary grant which may be paid to a recipient of a mother's allowance where the need is apparent to the Mothers' Allowances Commission was increased from \$10 to \$20 by an Order of January 25 (O. Reg. 9/51), gazetted on February 10.

The basic allowance paid under the Act is \$50 a month for a mother with one dependent child, which is increased by \$10 for each additional child, \$10 in respect of a permanently unemployable husband, the cost of fuel, and medical and dental services.

Saskatchewan Hospitalization Act

The general regulations governing the levy and collection of the hospitalization tax for 1951 have been amended by an Order in Council (O.C. 415/51), made on February 27 and gazetted on March 10, to provide for an exemption from the Act for a beneficiary who moves to British Columbia.

A beneficiary will be exempt from benefits under the Saskatchewan Act from the date on which he becomes qualified as a beneficiary under the British Columbia Hospital Insurance Act, and on application to the Minister of Public Health a refund of a proportionate amount of the tax in respect of the remainder of 1951 will be granted to the person or agency who paid the tax on behalf of the beneficiary.

Saskatchewan Hours of Work Act

Until December 31, 1952, workers in shops and offices in the smaller towns and villages of Saskatchewan may work up to 48 hours in a week without payment of time and one-half for overtime.

The Order permitting this exemption from Section 4 of the Hours of Work Act was originally made on April 22, 1949, and now by Order in Council 377/51, made on February 20 and gazetted on March 3, is extended from April 1, 1951, to the above-mentioned date. It applies to shop and office workers in, or within a five-mile radius of, 83 towns with a population of between 300 and 500.

Saskatchewan Workmen's Compensation (Accident Fund) Act

The application of the Brotherhood of Railroad Signalmen to the Workmen's Compensation Board to come under the Workmen's Compensation (Accident Fund) Act was approved by an Order in Council (378/51) on February 20, and gazetted March 3. Most classes of railway employees are still under the earlier Workmen's Compensation Act under which compensation is recovered by action against the individual employer. The Workmen's Compensation (Accident Fund) Act permits any of these classes to come within its provisions on a majority vote of the members of their organization. Members of the Brotherhood of Locomotive Firemen and Enginemen came under the Act on April 1, 1948 (L.G., 1948, p. 626).

Legal Decisions Affecting Labour

The Supreme Court of Canada held that a covenant restricting the ownership of property to persons of the white or Caucasian race was invalid. ¶In an unusual case, the Ontario High Court held that an employer who had complied with all the requirements of the Factory Act was nevertheless responsible for damages where a workman's death was hastened by working conditions. ¶On appeal, the Quebec Court of King's Bench ruled that the Superior Court lacked jurisdiction to deal with a case involving a union claim for wages and the case was transmitted to Magistrate's Court for trial.

Discriminatory clause in deed to property held invalid by the Supreme Court of Canada.

The Supreme Court of Canada, reversing the decision of the Ontario courts, on November 20, 1950, held that a restrictive covenant in the deed to land at the Beach O'Pines summer resort was not binding. The covenant is in these words:—

The lands and premises herein described shall never be sold, assigned, transferred, leased, rented, or in any manner whatsoever alienated to and shall never be occupied or used in any manner whatsoever by any person of the Jewish, Hebrew, Semitic, Negro or coloured race or blood, it being the intention and purpose of the Grantor, to restrict the ownership, use, occupation and enjoyment of the said recreational development including the lands and premises herein described, to persons of white or Caucasian race not excluded by this clause.

The issue came before the courts when the solicitor of a prospective purchaser of property at Beach O'Pines required a release from the restrictions imposed in this clause "in view of the fact that the purchaser herein might be considered as being of the Jewish race or blood." The owner initiated proceedings by bringing a motion in the Ontario High Court of Justice for an order that the restrictive covenant did not constitute a valid objection to the title. Owners of other property in the summer resort area defended the action. That Court held the covenant to be valid, and the judgment was affirmed by the Court of Appeal for Ontario. An appeal was then taken by the owner and the prospective purchaser to the Supreme Court of Canada.

In giving their reasons for decision, the Supreme Court judges cited authorities which establish that the language of a restrictive covenant must set forth clearly and distinctly the intent of the parties. The language of this restrictive clause failed to indicate the intention of the parties as to

the amount or degree of the prohibited race or blood that might be permitted. A judge called upon to determine this issue would find in the contract no standard or other assistance that would constitute a basis upon which the issue might be determined. It must, therefore, be held "void for uncertainty." One judge dissented from this decision.

Since the appeal was allowed on this ground, the Supreme Court did not deal with the other contention of the appellants, that a discriminatory provision such as this is contrary to public policy. *Noble and Wolf v. Alley, et al.* [1951] 1 DLR, 321.

Ontario High Court holds that an employer's duty is not only to maintain safe working conditions but also to warn an employee against any unusual danger.

An employer who, through breach of duty to his employee, aggravates a disease from which the worker is suffering and accelerates his death is liable, even though he has complied with all the safety requirements under the Factory, Shop and Office Building Act. This was the finding of Mr. Justice Ferguson of the Ontario High Court of Justice on September 1, 1950, when he awarded \$2,500 damages, and costs, to the widow of a workman whose death was found to have been hastened by his working conditions.

The workman, Harvey Mackie, was employed in 1934 by the defendant, a skate manufacturing company, as an electric spot-welder. His job consisted of welding blades and tubes of skates together by making about eight welds on each skate. The blades and tubes were covered with a slight film of oil which burned and caused a small wisp of smoke as each weld was made. Since the welder handled 400 skates per hour, there were on an average about 3,200 puffs of smoke every hour. The workman complained of the smoke at a very early stage of his employment and the company supplied him with apparatus to help to lessen its effect. He continued,

however, at this employment until 1942, when he was forced to stop working because of the progress of the disease, pulmonary emphysema, which caused his death in 1948. At the time of death he was 46 years old.

The workman claimed compensation under the Workmen's Compensation Act but was refused because pulmonary emphysema is not listed in the schedule of industrial diseases which are compensable under the Act. The Workmen's Compensation Board, however, on application of the plaintiff, the workman's widow, allowed her to sue the company for damages under the Fatal Accidents Act.

Medical evidence established that the type of emphysema from which Mackie suffered was induced by violent and prolonged coughing. The first question was, therefore, whether the coughing was caused by a foreign agent in the defendant's factory or by a disease such as bronchitis or asthma, which was aggravated by fumes and dust. It was stated in evidence that the workman had suffered a severe attack of pneumonia in 1922 which, according to expert medical testimony, is frequently the forerunner of bronchitis and emphysema. The consensus of medical opinion given at the trial was that Mackie's emphysema developed from chronic bronchitis which in turn had resulted from an attack of pneumonia, but that his condition was greatly aggravated by the smoke resulting from his occupation. There was no evidence, however, that similar fumes caused similar coughing in other workmen.

The opinion of the medical practitioners was supported by the evidence of employees associated with the workman who testified that he had violent fits of coughing and showed many symptoms of poor health in the early years of his employment. His Lordship felt that the abundance of complaints regarding the smoke made by Mackie, of which the defendants were well aware, was also very significant in determining whether the disease was present during the early stages of Mackie's employment.

Mr. Justice Ferguson, therefore, found that the disease was not caused by the conditions of employment but that it was aggravated and advanced thereby.

The second point to be determined was whether the defendant was in any way responsible for the aggravation of the workman's disease. Provincial factory inspectors testified that the defendant's plant had complied with all the regulations made under the Factory, Shop and Office Build-

ing Act with reference to ventilation. But His Lordship held that this compliance did not make the system of work safe for the workman in question and that having regard to his numerous complaints the defendant knew, or ought to have known, that the system was unsafe for him. His Lordship, therefore, held that the defendant's compliance with the Act and regulations did not relieve the company from its common law duties.

It is the duty of an employer not only to warn his employee against unusual danger known to him but also to make the place of employment as safe as the exercise of reasonable skill and care will permit, or, conversely, it is the duty of the employer not only to make the place of employment as safe as the exercise of skill and care will permit but to warn the employee of all unusual dangers known to the employer. I think the defendant knew that there was unusual danger for Mackie and its officers failed to take the precaution of warning him of it. Their compliance with the Factory Act Regulations was not sufficient. In consequence of the defendant's breach of duty the conditions under which Mackie worked contributed to the disease from which he suffered. I hold that but for the development of the disease, caused by its being aggravated, his death would not have taken place when it did.

Mr. Justice Ferguson next dealt with the doctrine of *volenti non fit injuria* which had been offered as a defence by the company. To succeed on this ground, His Lordship explained, the defendant must show that the deceased freely and voluntarily, and with full knowledge of the nature and extent of the risk he ran, impliedly agreed to incur it. This was not so in the present case.

It has been held repeatedly that a workman who has complained of the conditions of his employment cannot be said to have agreed that if injury should befall him the risk is to be his and not his master's. I think, therefore, that death was caused in such a manner as to entitle Mackie to maintain an action and recover damages . . .

"Death was inevitable from the disease which, I find antedated Mackie's employment", continued His Lordship . . . "but I think the evidence establishes the defendant's liability for the death at the date it occurred." He cited *Golder v. Caledonian R. Co.* (1902) and *McCarthy v. Owners of the Ship Melita* (1923) as his authorities for stating that the fact that death would inevitably have occurred at a later date in consequence of the disease does not relieve the defendant of liability.

In awarding the plaintiff \$2,500 and costs, however, His Lordship took into account the fact that the date of death had not

been advanced many years. *Mackie v. Canada Skate Manufacturing Co. Ltd.* [1951] 1 D.L.R., 226.

Union claim for wages due to its members under arbitration award fails—Superior Court held to lack jurisdiction because each single claim was less than \$200.

A claim by a union on behalf of its members for wages is not within the jurisdiction of the Superior Court, if each separate claim is less than \$200. This decision was reached by the Court of King's Bench, Appeal Side, on October 30, 1950, reversing the previous judgment, in an appeal of a furniture company from the decision of the Superior Court at Arthabaska on March 4, 1950. One judge dissented from the Appeal Court decision.

On January 3, 1949, the furniture company and the union signed an agreement which provided for a wage increase. The agreement contained a clause providing for settlement by arbitration of any dispute during the life of the agreement as to its interpretation. As the employer failed to put the wage increase into effect, the parties resorted to the arbitration clause. On November 15, a council of arbitration by a majority award ruled the employer guilty of breach of agreement for not paying his employees the wage increase agreed upon. In order to enforce the decision, the union took action in the Superior Court to require the company to pay the wages due, and requested the Court to grant homologation of the award, that is, to record and confirm it.

The company entered a plea that the Superior Court did not have jurisdiction in this action. The plea stated that although the union's claims for wages owed to its members amounted to \$3,903.07, no single claim was over \$63.61 and in consequence did not come up to \$200, the amount of debt required to give the Superior Court jurisdiction. The case was, therefore, within the exclusive jurisdiction of the district magistrate's court and should be sent back there for trial.

Mr. Justice Girouard of the Superior Court held that the members must be considered to have transferred their claim to the union acting on their behalf, and the total amount of the claims determines which court has jurisdiction.

The Appeal Court, in a decision given by Mr. Justice Galipeault, pointed out that the action rested upon Section 25 of the Professional Syndicates Act (RSQ 1941, c. 162):—

The groups who may appear before the courts and who are parties to the collective labour agreement may exercise all rights of action arising out of such agreements in favour of each of their members, without having to establish a transfer of claim by the persons interested, provided that the latter has been advised and has not declared that he was opposed thereto. The person interested may intervene at any time in the proceedings taken by the group.

Whenever an action arising out of the collective labour agreement is brought by a person or by a group, the other groups with authority to appear before the courts, whose members are bound by the agreement, may intervene at any time in the proceedings taken, on the grounds of the collective interest which the result of the litigation may have for their members.

From this section, it is clear that the plaintiff union could exercise the rights of its members, and the case cannot be interpreted as a transfer of claim. The wages, when paid, will be returned to the individual members, as is shown in the plaintiff's brief.

It is also true that the individual claims cannot be accumulated to give jurisdiction to the Superior Court. On that point, Section 25 differs from sections in other Acts allowing associations to join claims on behalf of their members. When several claims are made in one action, if the competency of the court is to be determined by the total of the claims, the statute sets it out in plain words, as in Section 53 of the Collective Agreement Act (RSQ, 1941, c. 163):—

The recourses of several employees against the same employer may be cumulated in a single demand whether emanating from the employees or from the committee, and the total claimed shall determine the competency of the court of original jurisdiction as well as of appeal.

On this point the company's objection was well founded, Mr. Justice Galipeault said.

He next dealt with the plaintiff union's second argument, namely, that the Superior Court had jurisdiction because it is the only court empowered to grant homologation, even if the debt was not sufficient to give jurisdiction on the basis of the amount. He did not accept this as a sound argument. The union took an action in recovery of debt, and the request for homologation was an accessory to the principal demand. The accessory must not take the first place. The court competent to try the principal action is also competent to deal with the accessory. The Code of Civil Procedure, Section 1443, provides that an arbitration award made extrajudicially may be executed only under the authority of the competent court, and on a suit brought in the ordinary manner.

Summing up, Mr. Justice Galipeault said that it was necessary to have a competent court determine the amount owed each of the creditors, since the arbitration award did not determine such amounts. The request for homologation seemed to have been attempted only in an effort to entitle the Superior Court to adjudicate on the

question. He accordingly granted the appeal, with costs, and transmitted the case for trial by the District Magistrate at Arthabaska.—*Eastern Furniture Ltd. v. Syndicat National Catholique des Travailleurs du Meuble de Victoriaville et d'Arthabaska Inc.*, Rapports Judiciaires de Québec. [1950] B.R. Montreal, No. 10, 799.

Labour and Industry in British Columbia

The annual report of the British Columbia Department of Labour for 1949 records another year of progress. Average weekly earnings of male wage-earners were at an all-time high of \$49.21. Only nine disputes began during the year and the time-loss from industrial conflict was at the lowest point since 1945. There was a further increase in union membership which at the end of 1949 was approximately 33 per cent of the total working force of the Province. A gradual improvement in working conditions in factories was noted.

The thirty-second annual report of the Department of Labour of British Columbia for the year ending December 31, 1949, "records another year of stability and progress in the march of industrial development which has become increasingly apparent during the past few years."

The report contains statistics on employment, payrolls, average weekly earnings and average weekly hours, computed from returns submitted by 9,020 employers. These figures are shown in tables, together with comparative data for previous years. The report reviews the activities of the Board of Industrial Relations in administering minimum wages, hours of work and holidays legislation, the Labour Relations Board, the Factories Inspection Branch and the Apprenticeship Branch. There is a brief summary of new laws affecting labour passed in 1950.

Payrolls

The estimated total provincial payroll for the year was the highest in provincial history, some \$690,000,000, an apparent increase of fifty million dollars over the total recorded for 1948.

As in previous years, statistics are given for 25 industrial classifications. The general trend of industrial payrolls continued upward in 1949, with 20 of the 25 industrial classifications showing increases over the previous year's total. For the construction industry, 1949 was the most successful year on record. Its payrolls advanced by over \$6,500,000. The metal trades had the second greatest increase, gaining by \$4,000,000, and the total covering the group of miscellaneous

trades and industries was up over \$3,500,000. Lesser increases were noted in 17 other classifications varying from \$1,907,747 in coast shipping to \$49,460 in jewellery manufacturing.

Decreases were noted in five of the industrial classifications. The lumber industry where production was hampered by extreme weather conditions during a part of the year showed a decrease in payrolls of \$12,300,000 from the peak figure established in 1948. With the completion of work at hand and shortages of new contracts, ship-building and boat-building continued to decline showing a decrease of over \$4,700,000 from the 1948 figure. The other industries recording decreases were pulp and paper manufacturing (down over \$1,800,000), wood-manufacturing (down \$98,708) and smelting and concentrating (down \$64,195).

Wages

Average weekly earnings increased in 21 out of 25 classifications. The average weekly earnings of male wage-earners in 1949 were at an all-time high of \$49.21, an increase of \$1.91 over the preceding year. The comparable figure for 1947 was \$43.49. For clerical workers, stenographers and sales workers, the average weekly wage was \$50.55 for male workers and \$31.85 for females, a considerable increase in each case from the previous year.

Employment

Employment totals were somewhat lower than in the record year of 1948. The peak of employment was attained in August, 1949,

with 154,753 wage-earners as against 160,002 in the same month of 1948. When clerical and sales staff are included in addition to wage-earners, the totals are 176,305 in August, 1949, and 182,565 in August, 1948.

Hours of Work

Average weekly hours of work remained at practically the same figure from 1947 to 1949. Average hours worked in 1949 were 42.24. Except for the war years, there has been a gradual decline in weekly hours, according to the report, since the Hours of Work Act came into operation. Since 1946, when legal working hours for employees in industry were reduced from 48 to 44 per week, approximately 80 per cent of wage-earners have worked 44 hours or less per week. In 1949, information submitted to the Department of Labour concerning 161,945 male and female wage-earners indicated that 81.86 per cent worked 44 hours or less per week and 18.14 per cent had a work-week in excess of 44 hours.

New Laws Affecting Labour

Certain amendments were made to the Annual Holidays Act to clarify its application and to change the basis of computing holiday pay. Formerly, a worker was entitled to his regular pay for a week's work, depending on whether he was paid on an hourly, weekly, semi-monthly or monthly basis. Holiday pay is now computed on the basis of two per cent of the total wages earned in the working year. The "working year" was reduced from 250 to 225 days of actual work. The definition of "employee" was changed to make it clear that it includes an employee paid by time, piece or otherwise. Professional workers were excluded from the Act.

The application of the Boiler Inspection Act, now the Boiler and Pressure-vessel Act, was widened to cover hot water boilers as well as steam boilers and pressure vessels.

Board of Industrial Relations

During 1949 the Board of Industrial Relations held 68 meetings. Following public hearings, two minimum wage Orders were revised and five entirely new Orders were put into effect. Forty-one delegations appeared before the Board in connection with problems regarding hours of work, minimum wages, etc. Ten Regulations permitting exceptions under the Hours of Work Act were made during the year. All the minimum wage Orders and hours of work Regulations in effect, including those issued in 1949, are summarized in an appendix to the report.

As in previous reports, a section is devoted to a statistical summary of employment, earnings and hours of work of women workers in 11 industries and occupations covered by minimum wage regulations. Statistics are given for a five-year period, 1945-49 inclusive, and enable a comparison to be made in an industry from year to year as well as between one industry and another. With 236 more firms reporting in 1949 than in 1948, the number of women workers reported on rose to 61,874, the highest number yet recorded in the history of the Department.

For all occupations covered in the survey, average weekly earnings were \$27.79, as against \$25.98 in 1948. This average is well above the highest minimum wage set by the Board. Average weekly hours were a little higher than the 1948 average, 39.32 as compared with 38.61.

In order to have similar statistics for male employees in various occupations covered by the Male Minimum Wage Act, a segregation of male employees was made from industrial classifications dealt with elsewhere in the report. Ten tables provide a comparative study of employment, hours worked and earnings over a four-year period.

Each year more investigations are made by the Inspectors of the Department, and the amounts collected as wage adjustments under the Minimum Wage Acts and the Annual Holidays Act have steadily increased over the past several years. In 1949, collections made amounted to \$132,118.23, an increase of almost \$25,000 over the collections made in 1948.

Fifty-six violations of the Acts under the administration of the Board were brought to the Courts. The Acts involved were the Annual Holidays Act, the Minimum Wage Acts, the Hours of Work Act, the Control of Employment of Children Act, and the Semi-monthly Payment of Wages Act.

During the year, 297 special licences for the employment of inexperienced employees at learners' rates and 129 part-time employment permits were granted by the Board.

Control of Employment of Children

Under the Control of Employment of Children Act, 1944, the employment of a child under 15 in an industry or business covered by the Act is forbidden except on written permission of the Minister setting forth the number of hours to be worked per day and the conditions of employment. The number of permits in effect at the

end of December, 1949, was 320. Of these the greatest number, 218, were in the mercantile industry.

Labour Relations Board

Due to the ever-increasing volume of its activities, the Labour Relations Board in 1948 formed two Committees to expedite its work. During 1949, the Board held 52 full Board meetings and 401 Committee meetings, and heard 1,109 delegations. Much of the Board's work was in the mediation of disputes and through its efforts settlements were arrived at in many industries. Only nine disputes began in 1949; two others commenced in 1948 and were continued in 1949. The time-loss in industry resulting from labour disputes, 31,692 man-days, was at the lowest point since 1945. When expressed as a percentage of the estimated total working time of wage and salary earners, the 0.034 figure for the year under review was the lowest since 1941.

Throughout the year a Weekly Summary of Activities was mailed to employer and labour organizations. This Summary sets out the appointment and reports of Conciliation Officers, the appointment and reports of Conciliation Boards, and certifications of bargaining authorities.

As required by the Industrial Conciliation and Arbitration Act, the report of the Labour Relations Board contains a statement of its proceedings during the year, a summary of the certifications of bargaining authorities granted by the Board, a summary of Conciliation Boards appointed, a summary of strikes and lockouts, and a summary of prosecutions under the Act.

In 1949, 757 applications for certification of bargaining agents were made, 594 were granted, 95 rejected and 68 withdrawn. One hundred and nineteen strike votes were supervised, 80 representation votes conducted, 246 Conciliation Officers named (resulting in the settlement of 108 disputes) and 97 Conciliation Boards appointed. In seven instances, permission to prosecute was granted, and 12 grievance procedures were provided.

In the 97 disputes in which a Conciliation Board was appointed (these are summarized in Table III), wages were a predominant cause of the dispute in 80 cases; statutory holidays in 22; union security in 21; annual holidays in 20; all terms of the agreement in 16; hours of work in 15; grievance procedure in 4; medical and hospital insurance plans in 4; and some other matters in 3 other cases.

Employers' and Employees' (Labour) Organizations

From information filed by associations of employees, as required by the Department of Labour Act, it was ascertained that union members in 761 organizations at December 31, 1949, numbered 146,259, which represents 32.94 per cent of the Province's estimated total labour force. There has been a steady and consistent growth in union membership over the past decade. From 1939 when there were 44,867 members to 1949 when membership stood at 146,259, the increase was 225 per cent.

The report notes that there were 48 employers' organizations in 1949. The number recorded from 1945 to 1948 was 37.

Factory Inspection

The Chief Inspector of Factories in his report to the Deputy Minister of Labour stated that there had been during the year a gradual but quite noticeable improvement in working conditions in industrial plants, both in health and safety. Partly because the Factories Inspection Branch has been gradually raising the standard in effect in the Province and partly because co-operation from owners has been generally excellent, accepted modern conditions of safe operation are being obtained. During the year, 2,370 inspections and reinspections of factories were made. More and more, it is stated, manufacturers are turning to the Factories Branch for advice in making new installations or additions to their premises.

During the year particular attention was paid by Inspectors to the problem of securing an abundant supply of good air in plants by use of a complete air-conditioning system, and much work was done to secure improved lunch-room arrangements in factories. Inspectors assisted firms by explaining the use of temperature scales as an indication of atmospheric conditions.

Generally speaking, the report notes that the matter of sanitary facilities is well taken care of by employers. Management is also becoming more conscious of the need for adequate lighting.

With respect to the problem of guarding workers against harmful fumes, vapours and gases, the Chief Inspector stated: "With but a few exceptions, no great mechanical problem would be involved in their effective removal at the point of origin, if the employer would realize that the protection of the worker should begin on the drafting board and in the design of suitable ventilation equipment."

The volume of industrial homework in the Province continues to decline. During 1949, seven permits were issued to employers and 17 to homeworkers.

One prosecution was undertaken. The proprietor of a cleaning establishment was fined \$150 and costs for employing persons before 7 a.m. without the permission of the Inspector.

Elevators

The inspection of passenger and freight elevators, which is an important part of the work of the Factories Inspection Branch, is becoming more exacting each succeeding year. It includes not merely a routine check of cables and safety devices but a thorough mechanical check of all equipment.

A movement to modernize both passenger and freight elevators was welcomed by the Factories Inspection Branch because, it was pointed out, "the older the equipment, the more rigid must be the inspection, and the older the elevator, the more difficult it is to maintain in a safe operating condition."

In passenger elevators, the old type of winding-drum elevator is being replaced with overhead traction equipment, and with respect to freight elevators the change from hand-cable control to push-button

operation, which is rapidly taking place, has eliminated many hazards. The passing of an Order in Council requiring all freight elevators installed after June 1, 1949, to be equipped with a contacted car door or gate was an important step in increasing safety on freight elevators. During the year 1,702 elevators were inspected and, in the interests of safety, 10 elevators were suspended from use until they conformed to the regulations. Thirty-eight new elevators were installed. During the year elevator operators' examinations were held and 451 temporary and 392 permanent licences issued. One thousand one hundred and eighty-seven licences were renewed.

Apprenticeship

The year 1949 showed a decrease in the number of apprentices serving under contract (1,482) but a great advance in the standard of training facilities in general use.

In order to improve the number and quality of skilled journeymen, the Apprenticeship Branch is endeavouring to improve training on the job and in addition has established technical trade classes with up-to-date training facilities. Extension classes for tradesmen were also instituted by Trade Advisory Committees during the year.

UNEMPLOYMENT INSURANCE

Selected Decisions of Umpire Under The Unemployment Insurance Act

The following case is considered to be of sufficient general interest to warrant the publication of the decision in full.

Held that the claimants lost their employment by reason of a stoppage of work due to a labour dispute at the premises at which they were employed, and that by virtue of their own action or that of their unions' leaders they became participants or belonged to a grade or class which was participating in the said labour dispute.

DECISION

SUMMARY OF THE FACTS:

The claimants interested in the present appeals were employed either as carpenters or as labourers on building projects in the City of Victoria, B.C. The carpenters were members of Local 1598 of the United Brotherhood of Carpenters and Joiners of America and the labourers were members

of Local 1093 of the International Hod Carriers' and Common Labourers' Union. Both locals belonged to the Victoria Building Trades Council, an employees' organization.

The claimants' employers were members of the Victoria Building Industry Exchange, an employers' organization.

On March 30, 1950, a stoppage of work took place at the premises of Evans, Coleman and Johnson Bros. Ltd., which is reputed to be the largest distributor of construction materials on Vancouver Island and which supplied certain materials to the claimants' employers. The stoppage of work was due to a labour dispute between the company and its transport workers who were members of the Vancouver Island Drivers Division 234 of the Canadian

Brotherhood of Railway Employees and Other Transport Workers. Shortly thereafter members from the said division 234 acting as observers appeared at some of the projects where the claimants were employed and where material normally supplied by the Evans Company was used and picket lines were set up. Subsequently a stoppage of work took place, first at the projects where observers were posted or which were picketed and then at all the other projects, thereby bringing about the claimants' unemployment.

The claimants filed an application for benefit but were disqualified from the receipt thereof by the Insurance Officer under Section 39 (1) of the Act, because, in his opinion, they had lost their employment by reason of a stoppage of work due to a labour dispute.

Section 39 of the Act reads as follows:—

39 (1) "An insured person shall be disqualified from receiving benefit if he has lost his employment by reason of a stoppage of work due to a labour dispute at the factory, workshop or other premises at which he was employed unless he has, during the stoppage of work, become *bona fide* employed elsewhere in the occupation which he usually follows, or has become regularly engaged in some other occupation; but this disqualification shall last only so long as the stoppage of work continues.

(2) An insured person shall not be disqualified under this section if he proves

- (a) that he is not participating in, or financing or directly interested in the labour dispute which caused the stoppage of work; and
- (b) that he does not belong to a grade or class of workers of which immediately before the commencement of the stoppage there were members employed at the premises at which the stoppage is taking place any of whom are participating in, financing or directly interested in the dispute.

(3) Where separate branches of work which are commonly carried on as separate business in separate premises are carried on in separate departments on the same premises, each department shall, for the purpose of this section, be deemed to be a separate factory or workshop."

From the decision of the Insurance Officer, the claimants appealed to a Court of Referees which sat in Victoria, B.C., on May 15 and 16, 1950. The Court, after having heard considerable oral evidence

from claimants, employers and officials of the unions, allowed the appeals in the cases of Peters, Tibando, Edwards and Poitras *et al*, but disallowed the appeals in the cases of McPherson and Hill *et al*.

The following are excerpts from the Court's decisions concerning the appeals which were allowed:—

Re: J. J. Peters and M. J. Poitras et al

"After hearing evidence presented by employer's representatives and employee's representatives, much of which evidence was not available to the Insurance Officers of the UIC at the time of their submissions, this Court is of the opinion that unemployment was not directly connected with the strike of Evans, Coleman and Johnson Bros. Ltd., but that the lay-off was brought about by the employer's desire to retain an equitable employee relationship throughout the many jobs that they were conducting, some of which might have had to close due to a shortage of materials. This, as explained to us, might have resulted in senior employees having to be laid off or transferred to other work on which they had not been previously employed, and which would have rendered their operation uneconomical and chaotic."

*Re: H. M. Edwards and
M. Tibando et al*

"From evidence presented by employees representatives and representatives from the Northern Construction Company, it is clear that a shortage of material did occur in consequence of which it was necessary to lay off the majority of the employees. We have definite assurance from the employer that approximately 10 per cent of his crew continued to be employed and were given employment by them on this job during the shut down. He further assured us that there was no dispute between the Company and their employees, and that had space been available for the erection of machinery or had a competitive firm been able to deliver ready mixed concrete, they would have availed themselves of this supply and continued their operation. From evidence given, it is proven that no work stoppage occurred due to a labour dispute on these premises, and that the shut down was entirely due to the shortage of material being supplied by Evans, Coleman and Johnson Bros. Ltd., which supply was cut off due to the strike of the C.B. & R.E. & O.T.W., at their Victoria, B.C., plant. Evidence establishes that the employees of the Northern Construction Company were in

no way a party to this strike, nor could they, in any way, benefit by its final outcome."

In the cases of McPherson and Hill *et al* the Court felt that "a labour dispute actually existed and a stoppage of work did occur" because on the project where McPherson was employed the employees had either walked out or refused to cross picket lines while on the project where Hill worked the employer had found it necessary to confer with union officials as to whether or not the employees belonging to their unions would handle "hot material".

From the decisions of the Court in the two last mentioned cases the carpenters' and the labourers' unions appealed to the Umpire. From the decisions of the Court concerning Peters, Tibando, Edwards and Poitras *et al* the Insurance Officer also lodged an appeal.

An oral hearing before the Umpire was requested by the interested unions and it was held in Montreal, P.Q., on September 18, 1950. Those who attended were Messrs. A. P. Rayment and V. Midgley representatives of the labourers' and the carpenters' unions respectively and Mr. H. S. Relph, Chief Claims Officer of the Unemployment Insurance Commission.

CONCLUSIONS:

I have carefully considered the statements of observations and representations made by Messrs. Rayment, Midgley and Relph.

Briefly it is contended by the unions' representatives that the various stoppages of work which took place in the Victoria construction industry in the early part of April, 1950, and with which we are concerned, were merely due to a shortage of materials whereas it is argued by the Insurance Officer that the stoppages were the result of a labour dispute which developed between the Victoria Building Industry Exchange and the Building Trades Council, as a consequence of the labour dispute between Evans, Coleman and Johnson Bros. Ltd., and its transport workers who were members of Division 234 of the C.B. of R.E. and O.T.W.

According to the evidence, on March 31, 1950, the day after the stoppage of work commenced at Evans, Coleman and Johnson Bros. Ltd., the Building Trades Council held a special meeting at which representatives of the two unions interested in these appeals were present. The purpose of the meeting was apparently to consider what action was to be taken by the member unions with respect to the situation which prevailed at the said company. A resolution was put forward by Mr. Chivers, who

is president of the Building Trades Council and a member of the carpenters' union, enjoining the unions to respect picket lines established by Division 234 on any construction job in the Victoria area. The question of handling "hot material", i.e., material obtained from a source other than the Evans Company, was also discussed. It is not too clear whether the resolution was officially adopted. However it is apparent, notwithstanding Mr. Midgley's contention that the carpenters' union took the stand that those matters should be left to the discretion of the individual members of the carpenters' local, that the general feeling was that picket lines should be respected and that "hot material" should not be handled.

In any event, on April 4 and 5, 1950, some carpenters and labourers walked off the projects where observers were posted or where picket lines were established while others refused to cross picket lines or to handle "hot material".

The evidence further indicates that Mr. Simms, business agent of Local 1598 of the carpenters' union, informed the employer on at least two projects that the members of his local would respect the picket lines and would not handle "hot material"; it also indicates that Mr. Rayment of the labourers' union while in communication with an official of the cement workers' union at Bamberton, B.C., advised him not to release any cement from that place for delivery to the Victoria projects. (A few days later, however, Mr. Rayment gave his approval to its release.)

As a consequence of those events a meeting was held by the members of the Exchange at which it was decided that the employers would stop the work on a number of the projects in so far as the labourers and carpenters were concerned, which in fact is what happened on April 6, 1950.

Following those shut downs articles and notices were published by the Exchange in the Victoria newspapers and pamphlets were issued by the Council wherein both parties expressed mutual disagreement with the stand taken by each other, as a consequence of the dispute between Evans, Coleman and Johnson Bros. Ltd. and its transport workers.

Apart from the notice which appeared on April 21, 1950, in the *Victoria Colonist* under the heading "The following members of the Victoria Building Industry Exchange regret the necessity of closing down all work until further notice" and wherein all the claimants' employers were listed, the following notice, which was published by the Exchange in the same newspaper on

April 26, 1950, under the heading "Construction workers whose interests are you serving?", cannot be overlooked:—

"As the shut down of all construction is now in its third week, it is time that you assess the situation for what it is.

"First, you have been advised that the Evans, Coleman strikers are entitled to picket your job. They are not. The courts have already decided that such picketing is illegal, as in the case of the Producers Sand & Gravel Company. The Evans, Coleman strikers are only entitled to picket their own plant where there is a dispute.

"Second, you have been advised that you should respect these illegal picket lines. This means that you must be prepared to put yourself out of a job to support a strike at Evans, Coleman. Otherwise you are a strike-breaker. This is what the agitators want you to believe.

"The Victoria Building Industries Exchange firmly believe that there are radical political elements in our Building Trade Unions who will go to any length to prove that our present economic system is bad, that any kind of private enterprise is bad, particularly a large company like Evans, Coleman and Johnson Bros. Ltd. They are using you to fight this malicious campaign. If it costs you and the contractors, and this community one-half a million dollars in losses, they will be well pleased.

"It was not their intention to shut down all jobs—only the larger and more important ones. They expected that the contractors who were picketed and shut down would put extra pressure on Evans, Coleman to meet the strikers' demands. As you know, it did not turn out that way. The contractors will not be used to put pressure on either party in the Evans, Coleman dispute, nor will they submit to illegal picketing and illegal work stoppages.

"The contractors cannot correct this situation except through you, as a member of your Trade Union. We are not asking you to be a strike-breaker. We are not asking you to do anything contrary to the legitimate principles of the Trade Union movement. We are asking you to wake up and realize what is going on, and ask yourself who is profiting from the present situation!"

Another article which appears on file—this one issued by the Building Trades Council and distributed as a pamphlet to the members of the unions—is also worth noting:—

"Now It Can Be Told"

**This was refused as a paid advertisement
by both the *Victoria Times*
and *Colonist***

The Building Trades Council Replies to The Building Industries Exchange

In published statements on April 14 and April 18, the Victoria Building Industries Exchange says its members are anxious to return to work immediately and could do so, if it were not for building trades' interference with contractors using supplies obtained from sources *other* than the struck firm. In reply, we would state that we do not wish to assist an employer who has a monopoly on certain building materials.

"The fact that several local building supply dealers have attempted to secure agencies for lines, especially cement, now exclusively handled in Victoria by Evans, Coleman and Johnson Ltd., is further evidence that such a monopoly exists.

"At present, these 'secondary' dealers normally buy their supplies from Evans, Coleman and Johnson, rather than directly from the producer.

"One of them again recently attempted to secure a direct, permanent agency from the B.C. Cement Company and was again refused.

"Was this company refused because it was prepared to pay the rates asked by the striking union at Evans, Coleman and Johnson Vancouver Island Drivers, Division No. 234, Canadian Brotherhood of Railway Employees and Other Transport Workers (CCL)?

"We would further emphasize that the Building Trades Council has not at any time 'ordered' men to stay off the job.

"We have no authority to do so.

"But we did recommend in all sincerity observance of what has been recognized as trade union practice for more than 50 years—to respect picket lines. The Exchange took it upon itself to order its members to shut down jobs, despite the fact that there was plenty of material on many of *these jobs*.

"Why? Was it to force building trades workers to assist the Evans, Coleman combine maintain its monopoly?

"Certain contractors did resume operations on Monday, April 17, but were again ordered by the Exchange to cease operations despite the fact that there was no shortage of material.

"These jobs, in consequence, were closed down at midday, Wednesday, April 19.

"The contractors say they can obtain materials such as cement and gyproc from sources other than the struck company.

"What sources are there in B.C., let alone Victoria, other than the Evans, Coleman combine?"

On the above evidence, I find it impossible to agree with the unions' representatives that the stoppages of work which took place in the Victoria Construction Industry in the early part of April, 1950, were merely due to a shortage of materials as it is quite apparent that there were on hand, at least on a number of projects, at the time of the commencement of those stoppages, sufficient materials to permit the work to continue and that furthermore if such materials were not actually available it was not because of circumstances entirely beyond the control of the employers and the employees. On the contrary, it seems clear to me that those stoppages, as contended by the Insurance Officer, were attributable to a labour dispute between the Exchange and the Council and in particular between the Exchange and the carpenters' and labourers' unions, which dispute stemmed from the refusal or threats to refuse on the part of some of the members of those unions to handle hot material or to cross picket lines and culminated in the concerted action of the employers in closing down the work on the projects.

This finding seems to be borne out by the transcript of the evidence taken before the Court of Referees which discloses that officials of the unions admitted before the Court that there was on a number of the projects, at the time of the commencement of the general stoppage of work, materials available and that the action of the employers following the meeting of the Exchange was in fact a lockout.

It is true that statements were made by a few of the employers that they had no dispute with their carpenters or labourers and that the close downs were not lockouts but merely resulted from a shortage of materials. It is to be noted however that it does not appear that any of the employers concerned repudiated the actions taken on their behalf by the Exchange nor did they question the inclusion of the name of their company in press releases made by the Exchange announcing the shut downs. In applying the law I must be governed by the actual facts and not simply by what the parties term the incidents.

Much has been said by the Insurance Officer and the unions' representatives as

to the legal status of the Exchange and its authority to act for the employers, as to whether or not the Council represented the views of its membership and whether or not the union officials, who actively engaged themselves in the dispute, had the power to speak or act on behalf of their union members.

It is to be observed however that the Exchange on behalf of the employers entered into bargaining agreements with the carpenters' and labourers' unions in 1949, and again acted on their behalf throughout the general stoppage of work in the spring of 1950; that similarly the Council acted on behalf of those unions during the said stoppage and that the actions of the officials of these unions were not disavowed by their fellow members.

The argument that some carpenters and labourers did in fact remain at their employment throughout the dispute does not preclude a finding that the shut downs were in fact lockouts. A stoppage of work be it a lockout or a strike, need not be a general cessation of operations at the factory or premises and the number of employees involved is not the test; it is sufficient if there is an appreciable interruption in the work which is normally carried on thereat. In the present case the employers preferred to discontinue a substantial part of their operations rather than have the projects on which they were carrying on work picketed or face a walk-out of their employees and there can be no doubt that this constituted a stoppage of work within the meaning of Section 39 of the Act herein before quoted.

In his submission to me, Mr. Rayment stated as follows:—

"I submit also that apart from the generally accepted fact that to cross properly constituted picket lines is contrary to all trade union principles, there is, in addition to the ordinary occupational risks, a further element of danger not contemplated when wage rates are set. The Act takes cognizance of this. If a man receiving unemployment benefits were sent to a job by an employment officer and found it picketed and did not take the job, he would not be cut off benefits."

In many decisions my predecessor and I have stressed the fact that for a claimant to refuse to cross a picket line where there is no display of violence, is evidence of his participation in the labour dispute. I quite understand, however, the unions' feeling in respect to the matter of crossing picket lines, but a sympathetic manifestation of

that kind must be taken into consideration when determining the merit of a case under Section 39 of the Act.

I agree therefore with the Insurance Officer that the Court of Referees erred "when they considered each construction job as a single entity and not as part of the general construction picture in the City of Victoria as controlled by individual members or companies which made up the Victoria Building Industry Exchange."

My decision is that the claimants lost their employment by reason of a stoppage of work due to a labour dispute at the premises at which they were employed and that by virtue of their own action or that

of their unions' leaders they became participants or belonged to a grade or class which was participating in the said labour dispute.

The appeals of the carpenters' and labourers' unions in the cases of McPherson and Hill *et al*, are dismissed and the appeals of the Insurance Officer in the cases of Peters, Tibando, Edwards and Poitras *et al*, are allowed.

ALFRED SAVARD,
Umpire.

Dated at Ottawa, Ont., this 8th day of January, 1951.

Unemployment Insurance Statistics, January, 1951*

The monthly report issued by the Dominion Bureau of Statistics on operations under the Unemployment Insurance Act states that during the month of January, 1951, a total of 172,269 initial and renewal claims for unemployment insurance benefit were filed at local offices of the Unemployment Insurance Commission. This represents a 28 per cent increase over the 134,218 claims filed in December. All provinces contributed to this increase, the largest relative increases being recorded in Newfoundland, Nova Scotia, Alberta, New Brunswick, Prince Edward Island and British Columbia. In comparison with January of last year, when initial and renewal claims filed numbered 182,053, this month's total represents a decline of 5 per cent, appreciable decreases having occurred in the provinces of Ontario (17 per cent) and British Columbia (20 per cent), while all other provinces experienced a slight increase.

Ordinary claimants on the live register on January 31 numbered 220,539 (177,752 male and 42,787 female), compared with 183,268 (144,564 male and 38,704 female) in December, 1950, and 297,238 (244,333 male and 52,905 female) for January one year ago.

Total claimants signing the live register as at the end of January numbered 255,753, of whom 27,103 were claimants for supplementary benefit. Of this total, 77 per cent, or 197,926, had been on the register seven days or more.

Adjudicating centres disposed of 183,219 initial and renewal claims during January, of which 130,129 were considered entitled to benefit and 53,090 not entitled to benefit. Of those considered not entitled to benefit,

41,410 were disallowed and 16,978 disqualifications were imposed (including 3,925 on revised claims). Chief reasons for disqualification were: "voluntarily left employment without just cause," 5,544 cases; "not unemployed," 5,104 cases and "not capable of or not available for work," 1,186 cases.

Persons in receipt of initial payments of benefit during the current month totalled 104,667, an increase of 50 per cent over the 69,870 in December.

Benefit payments for the month of January amounted to \$9,367,276 for 3,788,241 compensated days of unemployment. In December, \$5,308,818 were paid for 2,192,851 proven unemployed days, while in January last year a total of \$11,781,142 were paid in respect of 4,925,381 unemployed days.

During the week January 27-February 2, 149,816 benefit payments were made, amounting to \$2,195,606 for 885,092 days. In the week of December 30-January 5, 101,918 benefit payments amounting to \$1,431,588 for 583,743 days were recorded.

During the week January 27-February 2, benefit payments averaged 5.9 days, while in the week December 30-January 5, this average was 5.7 days. Beneficiaries received during these weeks payments averaging \$14.66 and \$14.05 respectively.

Supplementary Benefit

Out of a total of 41,410 regular claims disallowed during January, 41,278 were considered for supplementary benefit. In addition, 364 renewal claims were filed. Those entitled to benefit numbered 27,236, while 13,331 were either disallowed or disqualified. The amount of benefit paid was \$462,161.

* See Tables E-1 to E-8.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission showed that during January, 1951, insurance books were issued to 4,106,243 employees who had made contributions to the Unemployment Insurance Fund at one

time or another since April 1, 1950. This was an increase of 82,087 since December 29, 1950.

As at the end of January, there were 242,873 employers registered, representing an increase of 1,304 since the end of December.

WAGES, HOURS AND WORKING CONDITIONS IN WHOLESALE AND RETAIL TRADE, OCTOBER 1949*

In both Wholesale and Retail Trade more than 80 per cent of the employees were normally working from 40 to 48 hours a week in 1949. Almost one-third of the workers in Wholesale Trade, but a much smaller proportion in Retail Trade, were reported on a five-day week. The annual vacations with pay policy and the numbers of statutory holidays observed and paid for differed between the two major divisions of Trade, as shown in the following article.

The value of domestic trade continued its upward trend in 1949. The monthly average index of wholesale sales increased almost 3 per cent over the previous year and the monthly average value of retail sales increased somewhat less than 6 per cent. The monthly average of weekly wages and salaries reported by the leading trading establishments increased to \$36.97 in 1949, 7½ per cent over 1948.

The average weekly wage rates for the selected occupations in Table I reveal wide variations in the average rates among both the occupations and the cities shown. Comparing similar occupations, the average wages in Wholesale Trade are generally higher than in Retail Trade, and the averages for men are higher than for women workers.

In both divisions of Trade an almost equal proportion of the employees, about 83 per cent, were normally working from 40 to 48 hours a week in 1949. However, a much higher proportion of workers in Wholesale Trade were on a 5-day week than in Retail Trade. One-third of the workers in Wholesale Trade were in estab-

lishments which gave an initial vacation of two weeks with pay, compared with 14 per cent in Retail Trade. On the other hand, more than one-half of the workers in Retail Trade were employed in establishments which gave a maximum vacation of three or four weeks after longer periods of employment, compared with one-quarter of the workers in Wholesale Trade.

Ninety-three per cent of the employees in Wholesale Trade and 89 per cent in Retail Trade were employed by firms which reported observing seven or more statutory holidays in 1949. Most of the workers in both divisions of the industry were paid for some or all of the statutory holidays when these days were not worked.

Wholesale Trade

One-third of the 25,300 employees included in this analysis of the leading Wholesale Trade firms were employed in Ontario. An almost equal proportion, 22 per cent, were located in British Columbia and the Prairie Provinces, 17 per cent in Quebec and 5 per cent in the Maritime Provinces. Fourteen per cent of these workers were women, the largest number of whom were reported in British Columbia.

Wage Rates.—In most of the eight cities for which information is given in Table I, General Office Clerks were paid the highest average weekly wage rates during the pay period ending October 1, 1949, and Ware-

* Information in this article was prepared from data obtained in the annual survey of wage rates and working conditions for 1949 conducted by the Economics and Research Branch of the Department of Labour. Employers were asked to report on wage rates (straight-time earnings for workers on commission) and certain conditions of work in their establishments during the last pay period preceding October 1, 1949.

housemen were paid the lowest. The differences in average weekly rates between cities ranged from \$5.35 for Warehousemen to \$11.78 for Truck Drivers; and the differences between occupations within cities ranged from \$4.29 in Edmonton to \$9.77 in Vancouver. The highest average weekly wage rate, \$46.42, was paid to Truck Drivers in Vancouver and the lowest, \$32.30, was paid to Warehousemen in Winnipeg.

Amongst the six female occupations, Bookkeepers were paid the highest average weekly wage rate. The variation between cities in the average rates paid to workers in the same occupation ranged from \$3.22 a week for Typists to \$9.19 a week for Bookkeepers. The variation between the highest and lowest paid occupation within the same city varied from \$1.52 in Saint John to \$7.08 in Edmonton. The lowest average weekly wage rate in the female occupations was \$24.70 for Telephone Switchboard Operators in Saint John, and the highest was \$35.33 for Bookkeepers in Montreal.

A comparison of the average weekly rates paid to General Office Clerks, Male, and General Office Clerks, Female, shows that the men average from \$8.62 to \$14.42 higher than the women.

The Normal Work Week.—Eighty-three per cent of the employees in Wholesale Trade were normally working from 40 to 48 hours at the time of the 1949 survey (Table II). About 22 per cent of the workers were on a 40-hour week, 23 per cent were on a 44-hour week and 12 per cent on a 48-hour week. Thirteen per cent of the workers were normally working more than 48 hours a week, about half of whom were working 54 hours.

There was also much variation in the distribution of hours between regions. This can be readily seen in the following table, which shows the proportion of employees in each region working 44 hours or less a week and the proportion working more than 44 hours.

	Normal Weekly Hours	
	44 Hours or less	More than 44 hours
Maritime Provinces.	64%	36%
Quebec	42%	58%
Ontario	63%	37%
Prairie Provinces....	89%	11%
British Columbia....	52%	48%

Almost one-third of the workers were reported to be working five days a week in 1949, most of whom were working 40 hours. Ontario had the largest proportion

TABLE I.—AVERAGE WEEKLY WAGE RATES FOR SELECTED OCCUPATIONS IN WHOLESALE AND RETAIL TRADE IN EIGHT CANADIAN CITIES, OCTOBER 1949

Occupation by Industry	Halifax, N.S.	Saint John, N.B.	Montreal, P.Q.	Toronto, Ont.	Winnipeg, Man.	Regina, Sask.	Edmonton, Alta.	Vancouver, B.C.
	\$	\$	\$	\$	\$	\$	\$	\$
Wholesale Trade								
MALE OCCUPATIONS:								
General Office Clerks.....	40.99	37.73	40.47	41.56	39.22	42.72	35.46	42.08
Shippers and Receivers.....	34.98	32.48	36.20	38.94	35.90	34.60	37.11	38.96
Truck Drivers.....	34.65	34.64	38.45	40.59	36.19	39.28	37.50	46.42
Warehousemen.....	34.54	36.12	34.38	36.12	32.30	37.65	33.31	36.65
FEMALE OCCUPATIONS:								
Bookkeepers.....	32.26	26.14	35.33	34.54	33.51	30.81	33.19	34.28
General Office Clerks.....	30.81	25.34	30.38	30.77	25.55	28.30	27.84	27.97
Office Appliance Operators.....	29.06	25.90	33.13	32.39	29.47	33.67	29.73	31.76
Stenographers.....	30.49	25.76	33.96	33.53	29.58	31.23	29.38	31.86
Telephone Switchboard Operators....	27.36	24.70	30.52	32.13	27.08	29.17	28.15	31.25
Typists.....	27.78	26.22	28.21	29.33	26.20	27.56	26.11	29.01
Retail Trade								
MALE OCCUPATIONS:								
General Office Clerks.....	37.56	25.45	35.04	38.85	39.05	31.84	45.44	40.45
Sales Clerks—on Time Work.....	30.85	31.75	35.45	40.83	39.91	35.71	38.24	41.86
Sales Clerks—on Commission.....	42.18	34.91	48.78	49.94	.....	50.27	69.37	56.40
Shippers and Receivers.....	30.35	.....	37.36	38.35	41.90	36.53	40.70	39.14
Stockkeepers.....	27.76	21.11	31.12	34.78	37.89	34.52	34.11	36.19
Truck Drivers.....	32.69	26.67	37.17	42.56	41.49	36.18	41.28	46.65
FEMALE OCCUPATIONS:								
Bookkeepers.....	26.02	24.40	32.14	33.21	29.97	32.54	31.90	32.44
Cashiers.....	22.89	26.71	27.24	29.44	25.14	26.07	26.39	27.58
General Office Clerks.....	20.90	17.96	25.42	26.67	26.82	24.53	26.90	27.28
Office Appliance Operators.....	25.63	.....	29.29	32.07	29.86	26.73	27.38	31.64
Sales Clerks—on Time Work.....	19.89	19.35	25.97	26.14	25.73	23.75	24.98	26.38
Sales Clerks—on Commission.....	31.65	.....	30.44	29.60	27.95	25.18	31.78	36.34
Stenographers.....	25.74	23.02	33.60	32.30	31.02	26.98	30.15	30.73
Telephone Switchboard Operators....	22.06	.....	25.95	27.82	25.07	.....	26.76	27.88
Typists.....	21.52	.....	25.96	26.54	24.92	24.80	25.33	26.58

TABLE II.—THE NORMAL WORK WEEK IN WHOLESALE TRADE, OCTOBER 1949

Number of Employees

Normal Weekly Hours	All Wholesale Trades	By Trade		By Region				
		Food	Other Merchan- dise	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
Employees on a 5-day Week								
Under 40.....	699	57	642	92	132	328	121	26
40.....	5,189	15	5,174	185	438	2,445	719	1,402
Over 40.....	2,051	22	2,029	22	555	963	140	371
Total.....	7,939	94	7,845	299	1,125	3,736	980	1,799
All Employees								
Under 40.....	1,114	67	1,047	147	250	500	182	35
40.....	5,446	15	5,431	188	655	2,472	727	1,404
Over 40 and under 44.....	3,458	151	3,307	270	526	1,050	1,372	240
44.....	5,806	1,175	4,631	187	431	1,298	2,674	1,216
Over 44 and under 48.....	3,027	673	2,354	203	1,099	1,323	390	12
48.....	3,110	1,266	1,844	83	581	1,735	166	545
Over 48 and under 54.....	1,193	664	529	105	406	73	48	561
54.....	1,711	1,576	135	.....	152	8	.....	1,551
Over 54.....	348	108	240	63	285	.....	.....	.....
Total.....	25,213	5,695	19,518	1,246	4,385	8,459	5,559	5,564

NOTE: Information on the normal work week was not reported for 92 employees.

TABLE III.—ANNUAL VACATIONS WITH PAY IN WHOLESALE TRADE, OCTOBER 1949

Number of Employees

Lenth of Vacation and Service Requirements	All Whole- sale Trades	By Trade		By Region				
		Food	Other Mer- chandise	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
INITIAL VACATION								
One Week or Equivalent.....	16,740	3,955	12,785	582	3,326	5,658	2,616	4,558
One week after:								
No specified service.....	754	201	553	19	153	244	275	63
6 months.....	4,370	110	4,260	213	1,097	1,688	1,054	318
1 year.....	10,602	3,157	7,445	300	1,937	3,516	1,157	3,692
Other periods less than 1 year.....	291	104	187	19	51	102	80	39
Equivalent of one week.....	723	383	340	31	88	108	50	446
Two Weeks after.....	8,397	1,726	6,671	623	1,056	2,802	2,909	1,007
No specified service.....	99	50	49	2	2	27	51	17
Less than 1 year.....	498	9	489	127	155	119	26	71
1 year.....	7,800	1,667	6,133	494	899	2,656	2,832	919
Total.....	25,137	5,681	19,456	1,205	4,382	8,460	5,525	5,565
MAXIMUM VACATION								
Two Weeks or Equivalent.....	8,564	1,208	7,356	294	1,663	3,326	1,553	1,728
Two weeks after:								
Less than 1 year.....	93	.....	93	19	22	.....	52	.....
1 year.....	2,822	203	2,619	175	698	1,072	643	234
2 years.....	2,063	187	1,876	35	288	803	780	157
3 years.....	1,483	348	1,135	.....	144	431	10	898
5 years.....	1,794	442	1,352	65	347	875	68	439
Other.....	238	28	210	.....	151	87	.....	.....
Equivalent of two weeks.....	71	.....	71	.....	13	58	.....	.....
Three Weeks after.....	6,113	160	5,953	327	1,502	2,255	1,349	680
10 years.....	468	.....	468	.....	370	72	14	12
15 years.....	2,474	75	2,399	151	516	1,083	402	322
20 years.....	1,310	85	1,225	94	281	390	448	97
25 years.....	1,509	.....	1,509	55	324	540	422	165
Other.....	352	.....	352	24	11	170	63	84
Four Weeks after 25 years.....	329	.....	329	.....	14	237	2	76
No Increase for Longer Service.....	10,131	4,313	5,818	584	1,203	2,642	2,681	3,081
One week or equivalent.....	4,190	2,618	1,572	127	693	949	123	2,293
Two weeks or equivalent.....	5,941	1,695	4,246	457	505	1,693	2,498	788
Total.....	25,137	5,681	19,456	1,205	4,382	8,460	5,525	5,565

NOTE: Information on vacations with pay was not reported for 168 employees.

of workers, just under 45 per cent, on a 5-day week, and British Columbia had the next largest proportion, 32 per cent. Twenty-eight per cent of the workers in the Prairie Provinces, 26 per cent in Quebec and 24 per cent in the Maritime Provinces were on a 5-day week.

Vacations with Pay.—Two-thirds of the workers in Wholesale Trade were employed by firms which reported giving an initial vacation of one week with pay, and one-third by those which reported giving two weeks with pay, generally after a year of employment (Table III). More than one-half of the workers in the Maritime Provinces but less than one-fifth of those in British Columbia were in establishments which gave this initial vacation of two weeks with pay.

Wholesale establishments employing 60 per cent of the workers reported increasing the period of vacation with pay as the worker's term of employment lengthened. About one-third of the workers were in establishments which increased the vacation period from one to two weeks with pay, and one-quarter were in those which in-

creased the vacation from one or two weeks after a year of employment to three weeks, generally after 15 to 25 years. In total, 17 per cent of the employees were in establishments having a maximum vacation of one week, 53 per cent in those having a maximum of two weeks, 24 per cent a maximum of three weeks and just over one per cent, four weeks.

Statutory Holidays.—More than 80 per cent of the workers were employed by Wholesale firms which observed from 7 to 10 statutory holidays in 1949 (Table IV). The largest group of workers, 29 per cent, observed 8 statutory holidays and the next largest group, 26 per cent, observed 9 days. Eleven per cent of the workers were in establishments which observed more than 10 statutory holidays.

In the Maritime Provinces and Quebec there was a wide variation in the number of statutory holidays observed. In Ontario, 90 per cent of the workers observed 7, 8 or 9 statutory holidays, in the Prairie Provinces 64 per cent observed 8 or 9 days and in British Columbia 48 per cent observed 7 or 9 days.

TABLE IV.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN WHOLESALE TRADE, OCTOBER 1949
Number of Employees

Number of Statutory Holidays Observed	All Wholesale Trades	By Trade		By Region				
		Food	Other Merchandise	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
Less than 6.....	581	233	348	105	147	181	.....	148
6.....	1,131	5	1,126	3	583	394	138	13
7.....	3,956	1,589	2,367	174	956	1,243	253	1,330
8.....	7,424	1,120	6,304	442	975	3,994	1,718	295
9.....	6,499	991	5,508	342	547	2,466	1,818	1,326
10.....	2,803	834	1,969	109	151	155	599	1,789
11.....	1,582	820	762	12	65	.....	841	664
More than 11.....	1,312	106	1,206	60	945	115	192	.....
No information reported.....	17	.....	17	.....	17	.....	.....	.....
Total.....	25,305	5,698	19,607	1,247	4,386	8,548	5,559	5,565
Number of Statutory Holidays Paid For Although Not Worked								
None.....	3,223	2,646	577	80	73	345	.....	2,725
Less than 6.....	(1) 896	115	781	42	296	383	22	153
6.....	1,491	5	1,486	48	480	618	294	51
7.....	2,191	392	1,799	143	799	930	150	169
8.....	6,952	1,070	5,882	439	972	3,537	1,721	283
9.....	6,324	959	5,365	314	547	2,408	1,767	1,288
10.....	1,815	245	1,570	109	84	155	585	882
More than 10.....	2,189	266	1,923	72	985	115	1,013	4
No information reported.....	224	.....	224	.....	150	57	7	10
Total.....	25,305	5,698	19,607	1,247	4,386	8,548	5,559	5,565

(1) Includes 13 workers who are paid for 3, 4, 5, 6 and 8 statutory holidays after 6 months, 1 year, 18 months, 3 years and 5 years of employment respectively.

The number of statutory holidays observed, in this article, is the number of days when the establishment is closed because of Dominion, Provincial or Municipal holidays, or religious holidays regularly observed.

Eighty-seven per cent of the employees were reported to be paid for some or all of the statutory holidays when these days were not worked. More than one-half of the workers were paid for 8 or 9 statutory holidays on this basis, and 16 per cent were paid for more than 9 holidays. In most of the provinces just a small proportion, if any, were not paid for any of the statutory holidays when not worked, but in British Columbia almost one-half of the workers were in establishments which did not.

Retail Trade

Forty-four per cent of the 103,600 employees included in the 1949 survey of Retail Trade were working in Ontario and 19 per cent in Quebec. Twenty per cent of the workers were in the Prairie Provinces, 12 per cent in British Columbia, 6 per cent in the Maritime Provinces and a very few in the Northwest Territories. Women workers comprised almost one-half of the employees in the industry.

Wage Rates.—Sales Clerks on commission received the highest average weekly wages of any of the male occupations in

Retail Trade shown in Table I. In all but two of the eight cities, Stockkeepers received the lowest average weekly wage. There was a substantial variation in the average weekly rates between cities as well as between occupations, particularly in the latter case because of the high wages received by the Sales Clerks on commission. The average weekly wages ranged from \$21.11 for Stockkeepers in Saint John to \$69.37 for Sales Clerks on commission in Edmonton.

There were similar variations in the average weekly wage rates of the nine female occupations shown in Table I, although the earnings of Sales Clerks on commission were not the highest of the rates in most cities. The average weekly wages of the women workers ranged from \$17.96 for General Office Clerks in Saint John to \$36.34 for Sales Clerks on commission in Vancouver. The highest average rate for an occupation was generally found in Vancouver or Toronto, whereas the lowest rate was generally found in Saint John or Halifax.

The average weekly wage rates for men was higher than the average rates for women in the same occupational classification.

The Normal Work Week.—Eighty-three per cent of the employees in Retail Trade, the same proportion as in Wholesale Trade, were normally working from 40 to 48 hours

TABLE V.—THE NORMAL WORK WEEK IN RETAIL TRADE, OCTOBER 1949
Number of Employees

Normal Weekly Hours	All Retail Trades	By Trade			By Region (1)				
		Food	General Merchan- dise	Other Retail Trade	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columb.
Employees on a 5-day Week									
Under 37½	170			170		47	17		106
37½	2,304		1,617	687	5	36	14	5	2,244
Over 37½ and under 40	1			1			1		
40	7,532	40	6,572	920	9	1,833	1,364	66	4,260
Over 40 and under 44	377	25		352		270	97		10
44	1,006	824		182			358		648
Over 44	1,965	1,730		235		495	1,470		
Total	13,355	2,619	8,189	2,547	14	2,681	3,321	71	7,268
All Employees									
Under 37½	286	3		283	1	61	115		109
37½	2,417		1,617	800	5	36	14	5	2,357
Over 37½ and under 40	8,821		7,877	944	340	25	490	7,845	121
40	19,576	59	17,752	1,765	125	1,869	8,578	3,344	5,660
Over 40 and under 44	21,625	229	13,201	8,195	2,372	2,547	13,108	2,848	750
44	17,969	4,547	4,886	8,536	893	5,788	4,711	3,302	3,223
Over 44 and under 48	10,049	3,964	2,137	3,948	1,262	2,383	6,101	303	
48	16,695	11,076	198	5,421	464	2,128	11,787	2,146	170
Over 48	5,766	2,630	356	2,780	297	4,453	533	483	
Total	103,204	22,508	48,024	32,672	5,759	19,290	45,437	20,276	12,390

NOTE: Information on the normal work week was not reported for 388 employees.
(1) This breakdown does not include 52 employees in the Northwest Territories.

a week at the time of the 1949 survey (Table V). Nineteen per cent of the workers were on a 40-hour week, 17 per cent on a 44-hour week and 16 per cent on a 48-hour week. Eleven per cent normally worked less than 40 hours a week and just under 6 per cent worked more than 48 hours.

There was a substantial difference between the distribution of employees by normal weekly hours in the Food Division and the General Merchandise Division of Retail Trade. In the former group almost all of the employees were working 44 hours or more, whereas in the latter group just 16 per cent were working these weekly hours. The variations in the normal weekly hours of work may be seen by comparing the proportion of employees in each region working less than 44 hours with those working 44 hours or more, as follows:—

Normal Weekly Hours		
Less than	44 hours	44 hours or more

Maritime Provinces.	49%	51%
Quebec	24%	76%
Ontario	49%	51%
Prairie Provinces....	69%	31%
British Columbia....	73%	27%

Thirteen per cent of the workers in Retail Trade were on a 5-day week in 1949, as compared with 32 per cent in Wholesale Trade. More than one-half of these workers were on a 40-hour week, and three-quarters were on a normal work week of 40 hours or less. Almost 60 per cent of the workers in British Columbia, 7 per cent in Ontario and 14 per cent in Quebec were on a 5-day week. The corresponding proportions in the Maritime Provinces and the Prairie Provinces were negligible.

TABLE VI.—ANNUAL VACATIONS WITH PAY IN RETAIL TRADE, OCTOBER 1949
Number of Employees

Length of Vacation and Service Requirements	All Retail Trades	By Trade			By Region ⁽¹⁾				
		Food	General Merchandise	Other Retail Trade	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
INITIAL VACATION									
One Week or Equivalent	89,266	19,577	42,866	26,813	4,924	18,231	41,954	14,223	9,924
One week after:									
No specified service.....	1,837	67	530	1,240	26	654	895	210	52
6 months.....	29,253	7,243	4,889	17,121	1,903	6,180	16,200	2,822	2,148
1 year.....	53,453	9,846	35,652	7,955	2,990	9,608	22,096	11,039	7,720
Other.....	2,178		1,795	383	5	1,789	255	125	4
Equivalent of one week.....	2,535	2,421		114			2,508	27	
Two Weeks or Equivalent.....	14,268	2,967	5,130	6,161	782	1,050	3,686	6,203	2,485
Two weeks after:									
No specified service.....	238		7	231	7	119	50	62	
Less than 1 year.....	371	25		346		29	39	8	295
1 year.....	13,508	2,942	5,123	5,443	775	902	3,456	6,133	2,190
Other.....	46			46			46		
Equivalent of two weeks.....	95			95			95		
Total.....	103,514	22,544	47,996	32,974	5,706	19,281	45,640	20,426	12,409
MAXIMUM VACATION									
Two Weeks after.....	30,253	15,391	4,619	10,243	1,135	7,170	15,468	3,532	2,948
1 year.....	16,651	9,195	1,916	5,540	882	3,314	11,254	784	417
2 years.....	6,107	2,864	1,478	1,765	194	1,122	1,784	2,061	946
5 years.....	3,066	605	936	1,525		1,555	1,222	9	280
Other.....	4,429	2,727	289	1,413	59	1,179	1,208	678	1,305
Three Weeks after.....	44,480	3,012	31,031	10,437	2,420	8,712	15,887	12,551	4,941
5 years.....	6,145	280		5,865	529	1,636	2,719	678	583
15 years.....	3,641	109	3,202	330	36	146	99	829	2,531
20 years.....	4,714	1,010	3,640	64		47	619	2,543	1,486
25 years.....	9,377	1,199	4,243	3,935	475	3,792	4,349	516	245
30 years.....	19,968	28	19,940		1,375	2,984	7,748	7,807	54
Other.....	635	386	6	243	5	107	303	178	42
Four Weeks after.....	14,903		11,394	3,509	845	773	9,153	1,071	3,061
25 years.....	11,976		8,467	3,509	845	773	9,153	1,071	134
40 years.....	2,927		2,927						2,927
No Increase for Longer Service.....	13,878	4,141	952	8,785	1,306	2,626	5,182	3,272	1,459
One week or equivalent.....	4,300	1,441	173	2,686	524	1,614	1,594	309	259
Two weeks or equivalent.....	9,578	2,700	779	6,099	782	1,012	3,588	2,963	1,200
Total.....	103,514	22,544	47,996	32,974	5,706	19,281	45,640	20,426	12,409

(1) This breakdown does not include 52 employees in the Northwest Territories.

Vacations with Pay.—An initial vacation of one week with pay, generally after a year or less of employment, was reported by establishments employing 86 per cent of the workers (Table VI). The remaining 14 per cent were employed by firms which reported giving two weeks with pay, mainly after a year of employment.

Establishments employing all but 13 per cent of the workers reported an annual vacation policy which increased the period of vacation as the worker's term of employment continued. Twenty-nine per cent of the workers were in establishments whose vacation with pay period increased to two weeks, 43 per cent to three weeks and 14 per cent to 4 weeks. Including the group of workers in establishments having just one vacation period, 4 per cent of the employees in Retail Trade could receive a

maximum vacation with pay of one week, 38 per cent a maximum of two weeks, 43 per cent three weeks and 14 per cent four weeks. Most of the workers in establishments having this maximum vacation policy of four weeks were employed in Ontario.

Statutory Holidays.—Almost 98 per cent of the workers in Retail Trade were employed by firms which reported observing one or more statutory holidays in 1949 (Table VII). Just over two-thirds of the workers observed from 7 to 9 holidays, with the largest group, almost one-third, observing 9 days. Twenty-one per cent of the workers observed more than 9 statutory holidays.

The predominant number of statutory holidays observed varied between regions,

TABLE VII.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN RETAIL TRADE, OCTOBER 1949

Number of Employees

Number of Statutory Holidays Observed	All Retail Trades	By Trade			By Region (1)				
		Food	General Merchandise	Other Retail Trade	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
None.....	2,364	1,699		665	72	772	605	224	691
1.....	557	60		497			557		
2.....	4,285	3,958		327	242	887	2,944	180	32
3 to 5.....	1,359	430		929	4	690	465	172	28
6.....	3,276	882	393	2,001	461	730	1,137	846	102
7.....	10,573	1,729	5,533	3,311	81	6,210	3,764	518	
8.....	25,403	6,849	11,653	6,901	1,734	1,988	17,258	3,637	767
9.....	33,801	4,392	17,957	11,452	1,376	1,914	17,650	3,647	9,201
10.....	5,909	545	3,014	2,350	1,317	1,131	238	1,771	1,432
11.....	8,820	978	6,778	1,064	344	1,010	36	7,337	93
12.....	2,375	69	1,619	687	77	194	7	2,097	
13.....	2,235	750	995	490	33	1,242	960		
More than 13.....	2,423	82	54	2,287		2,423			
No information.....	212	121	28	63	28	102	19		63
Total.....	103,592	22,544	48,024	33,024	5,769	19,293	45,640	20,429	12,409
Number of Statutory Holidays Paid For Although Not Worked									
None.....	3,271	1,478		1,793	109	709	1,201	447	805
1.....	665	160		505			665		
2.....	4,983	4,405		578	242	973	3,297	439	32
3 to 5.....	1,937	430		1,507	4	840	673	186	234
6.....	2,737	547	393	1,797	461	736	550	846	144
7.....	10,523	1,716	5,533	3,274	79	5,957	3,929	558	
8.....	24,034	6,419	11,653	5,962	1,718	1,910	16,340	3,288	759
9.....	33,340	4,390	17,957	10,993	1,382	1,882	17,565	3,554	8,944
10.....	5,528	539	3,014	1,975	1,276	1,013	238	1,663	1,318
11.....	8,712	978	6,778	956	344	942	36	7,337	53
12.....	2,322	69	1,619	634	77	160	7	2,078	
13.....	2,182	750	995	437	33	1,189	960		
More than 13.....	2,409	82	54	2,273		2,409			
No information.....	949	581	28	340	44	573	179	33	120
Total.....	103,592	22,544	48,024	33,024	5,769	19,293	45,640	20,429	12,409

(1) This breakdown does not include 52 employees in the Northwest Territories.

from 7 days in Quebec to 11 days in the Prairie Provinces. In British Columbia almost three-quarters of the workers observed 9 holidays. In the Maritime Provinces almost equal proportions of workers observed 8, 9 and 10 days, whereas in Ontario almost equal proportions observed 8 and 9 days.

As for Wholesale Trade, the number of statutory holidays observed is the number

of days when the establishment is closed because of Dominion, Provincial or Municipal holidays, or religious holidays regularly observed.

A very small proportion of the workers in Retail Trade were in establishments which did not pay for any of the statutory holidays when not worked. In almost all cases the establishments paid for all of the statutory holidays observed.

Employment Conditions

An analysis of the current employment situation prepared by the Economics and Research Branch, Department of Labour, on the basis of returns from the National Employment Service, reports from the Dominion Bureau of Statistics, and other official information.

February 1951 . . .

. . . saw the beginning of the annual decline in seasonal unemployment. Employment gains in Ontario and British Columbia more than offset increasing unemployment in Quebec and Newfoundland; in other regions there was little change. Lumbering on the west coast was recovering from the effects of the heavy snowfall of January. Manufacturing continued its uneven expansion, retarded in some branches by scarcities of key materials and technical personnel. By all indications, construction will have a busy season.

The rapid increase in winter unemployment came to a halt early in February. Job applications with the National Employment Service, an important indicator of unemployment change, reached a level of 303,700 on February 8, declining steadily to 296,700 at March 1. Contrary to last year, demand for pulp and newsprint is high and snowfall in Quebec, where woods unemployment was heaviest, was sufficient to keep over 33,000 workers busy cutting and hauling logs from the woods. The heavy unemployment which occurred in March of last year was not likely to be repeated.

Rather, the strength of consumer, investment and defence demands made an early scarcity of labour in some industries almost certain. Employment effects of government contracts were already evident in the central provinces. Although about 58,000 unemployed were registered in construction occupations, contractors were concerned about the availability of labour to carry out the heavy program of industrial engineering and defence construction in the coming months.

The demand for consumer goods is still strong. At the end of the year, the rise in the average of all weekly earnings over the year equalled the increase in the cost of consumer goods and services, while because of increased employment, total labour income rose more rapidly. Investment income increased by a fifth, while farmers' income will be augmented by the 190 million dollars which the Wheat Board is now distributing. Employment in consumer goods industries arising out of the demand created by greater spending power will be limited only by material scarcities or government restrictions.

Some dislocations will undoubtedly occur, as the needs of the defence program are

superimposed upon the high level of civilian production. Some of these have already occurred in manufacturing. Restrictions on housing credit, added to the high and rising prices of materials will have a depressing effect on residential construction. This will be more than offset by defence construction, together with the large industrial and engineering projects in eastern Quebec, in southern Ontario, in Alberta and on the west coast. But the concentration of activity in particular areas may create a situation in which there are labour shortages in some places and surpluses in others.

Among the major industries, logging, mining and manufacturing were active during February. Construction and agriculture were at their lowest point for the year and employment in the distributive industries, although seasonally slack, was above last year's levels. A large part of the unemployment existing during the month, consisted of workers laid off from these seasonally inactive industries, notably construction, transportation and food products.

With a strong world-wide demand for newsprint and lumber products, logging operators on both the West Coast and in eastern Canada were working at top capacity. Hauling was about 75 per cent finished in most parts in the east, although mild weather made this work difficult. Cutting operations, normally finished by the end of January, were still being carried on where possible. In British Columbia, activity was just beginning to pick up after the normal winter slowdown. Although the industry as a whole was generally busy, there were 22,000 applications for employment in lumbering occupations on file with the National Employment Service across Canada at February 22.

EMPLOYMENT

INDEX
1939 = 100

275 -

250 -

225 -

200 -

175 -

150 -

125 -

Jan.
1950

Jan.
1951

Eight Leading
Industries

Manufacturing

Trade

Construction

Transportation
Communication

Logging

The charts on this page show that in the early part of 1951, employment was higher than in the previous year in Canada's major industries; and correspondingly that the number of applicants for jobs registered at National Employment Service offices was lower.

JOB APPLICATIONS

AT N.E.S. OFFICES

THOUSANDS

CANADA

MARCH 1, 1950	376,000
MARCH 1, 1951	297,000

100

75

50

25

Mar. 1
1950

Mar. 1
1951

Atlantic

Quebec

Ontario

Prairies

Pacific

More winter construction work has been carried on this winter than last but not sufficient to employ the whole of the construction labour force, however. National Employment Service offices report 58,000 applications for construction employment at February 22, of which nearly 38,000 were classified as skilled and semi-skilled workers. The increase in winter construction over last year is reflected in a rise in the index of construction employment from 143.2 to 158.8 (1939=100) in the twelve-month period ending January 1, 1951. A large volume of new work was in the planning stage and contracts awarded during January totalled \$159,000,000, over \$100,000,000 more than the figure in January, 1950.

In the manufacturing industries, textiles, agricultural implements, chemicals and aircraft plants were seasonally active during February. On the other hand, meat packing plants, sawmills and food processing firms were releasing workers. There were some lay-offs due to material shortages, as the scarcity of steel, nylon, staple fibres, zinc and copper have held up production. In total, however, manufacturing employment continues to run above 1950 levels, the January 1, 1951 index being 11 points above January 1, 1950 at 182.0 (1939=100).

There was relatively light labour market activity in other industries, although employment in all the major divisions has been above that of the winter of 1950. The index of employment for the following major industries at January 1, 1951, with the figure for January 1, 1950 in brackets, reflects this employment expansion: trade, 184.3 [176.1]; transportation, storage and communication, 168.0 [163.1].

Regional Analysis

In *Newfoundland*, the completion of pulpwood quotas by smaller contractors released numerous cutters and fewer alternative jobs were available for them in log hauling, owing to the lack of snow. Conditions were particularly unfavourable for hauling in east coast areas, where all logging was virtually dormant by the end of the month. The woods forces employed directly by the pulp and paper firms, however, remained relatively unchanged from their late January total of about 6,000; and some 500 workers were engaged in cutting birch logs to be stockpiled for the wood-working plant now under construction. Firms at Seven Islands, Quebec, recruited workers from the St. John's area during February for the construction of the Labrador railway. As a result of the decline in forest activity, job applications with the National Employment Service

increased by 2,800 during the month to a total of 11,900 at March 1. This was 36 per cent lower than the total a year ago.

The employment situation in the *Maritimes* at the end of February was only slightly less favourable than at the beginning of the month and remained considerably more favourable than it was a year earlier. Job applications with NES increased but 1,100 to a total of 33,300 at March 1. In Prince Edward Island, the much greater pulp cutting activity this winter has been limited in its employment effects, but income from this source has served to offset particularly low potato prices. On the mainland, the unusually mild winter has resulted in lumber production much below the record levels predicted earlier and has brought virtual suspension of log hauling activity. However, Cape Breton fish processing is enjoying extended activity this season. Steel shipments arrived for naval shipbuilding contracts, the hiring of shipyard workers stepped up in Halifax, and the arrival of structural steel permitted the resumption of work on certain construction jobs in Saint John, augmenting the already high volume of activity there. Other steel-using firms still feel the pinch of material shortages.

Sustained demand for woods workers, a heavy winter construction program, and a steady rise in manufacturing employment have been the chief factors in the lower level of employment this season in *Quebec*. Heavy snows in the Saguenay, La Malbaie and Gaspé districts made cutting and hauling difficult and large numbers of workers left the woods; while exactly opposite conditions—lack of snow and frost—produced similar results in parts of the Eastern Townships. The principal factors which retarded manufacturing expansion were first, shortages of steel, wool and nylon and secondly, a general scarcity of engineers, draftsmen, chemists, metallurgists and metal tradesmen. The continued pressure of strong private and public demand—the latter involving, in particular, defence contracts for aircraft and parts, clothing, chemicals and electronic equipment—was sufficient, however, to bring about a net rise in the over-all level of manufacturing employment. The cumulative effect of these conditions was reflected in a slight rise in the total number of active job applications filed with the National Employment Service. The end-month total of 92,500, while 3,300 above the total at the beginning of the month, remained 18 per cent lower than the comparable 1950 total.

Milder weather, which permitted an early start on construction projects, and a contra-seasonal expansion in manufacturing were

responsible for an early down-turn in seasonal unemployment in **Ontario**. The general improvement was not uniform. Unemployment declined in industrial centres while in other areas, particularly in those dependent upon logging, it continued to increase. Expansion in manufacturing continued at an uneven pace. Primary industries and chemical, rubber, tanning and abrasive plants were working at capacity and expanding, but other firms, notably food processing, clothing and electrical apparatus manufacturers were forced by material shortages to make temporary staff reductions. Automobile manufacturers, with contracts for army vehicles added to the high level of civilian production, continued to increase staff. Although more production workers were hired in February than previously, the greatest demand was for technicians and skilled metal tradesmen.

The employment situation in the **Prairie** region showed little change from the end of January. There was some increase in construction, offset by contraction in coal mining and continued lay-offs in meat packing plants. From a peak of 51,900 at February 22, total unplaced applications with NES declined to 50,800 at March 1. This is 7 per cent lower than the total a year earlier, which may be attributed to a greater number of job opportunities in the eastern woods. A serious scarcity of labour is expected in this area in the coming months. Milder weather at the end of the month reduced the demand for coal and all mines, with the exception of those at Estevan, reverted to short time. Metal mining, on the other hand, showed increasing activity, particularly in development work in the Steep Rock range and at Lynn Lake in northern Manitoba. The number of construction contracts awarded in the past three months indicate a strong demand for labour in Manitoba and Alberta this spring. In Edmonton, particularly, contracts let for larger buildings exceed \$10 millions, and in addition, two university buildings and a \$14 million pulp plant are contemplated.

In the **Pacific** region, peak unemployment was reached early in the month and declined sharply during the last two weeks. Shipbuilding yards have not as yet made any substantial hirings and coal mining employment declined, but manufacturing, particularly lumber and shingle mills, showed a strong upward trend. Logging operations on Vancouver Island, after the almost complete disruption during the heavy snowfall of January, were near normal. In the interior mainland, on the other hand, unemployment increased as the spring break-up of logging roads, which

normally disrupts the industry for a period of from four to six weeks, began. The wet weather prevented any large scale expansion in construction, but the number of industrial and engineering projects planned for the summer was causing concern among contractors about the adequacy of manpower. The total of 44,800 job applications at March 1, although high in relation to the labour force of the region, was substantially lower than it has been at this time during the past two years.

Employment Service Activities

By the end of February it was apparent that registrations for work were falling off, but for most of the month, there was not a great deal of labour market activity. Applications for employment hovered around 300,000, dropping to 297,000 by the beginning of March. Placements remained steady during the month at around 12,000 to 13,000 a week.

The decline in applications began in Ontario but by the first week in March decreases were apparent in all regions. Applications from women as well as from men were dropping off. Vacancies reported by employers started to increase in the second week in February and by March 1 totalled 37,700, some 2,400 more than three weeks earlier.

At the beginning of March, 62 per cent of the persons registered at employment offices were receiving unemployment insurance benefits, either regular or supplementary. In actual numbers it represented 184,900 persons, 26,900 of whom were collecting supplementary benefit. There has been 16,600 added during the month of February, although both registrations for employment and claims for unemployment insurance were declining during this period. A lag exists between the time a person files a claim for unemployment insurance and the time he actually receives a cheque, which accounts for the divergent trends.

A larger proportion of the workers registering for employment this winter have been assisted by unemployment insurance than in any time past. The main reason for this is the supplementary benefit program which enables persons who exhaust their benefit rights, as well as other groups, to receive unemployment insurance benefits, although at a lower rate. Too, with the extension of coverage last April, which brought the Eastern Canada logging industry under the Unemployment Insurance Act, more workers are eligible. It is estimated that about 55 per cent of the labour force and 74 per cent of the wage and salary workers are now covered by unemployment insurance.

PRICES AND THE COST OF LIVING*

Cost-of-Living Index

The Dominion Bureau of Statistics cost-of-living index rose from 175.2 to 179.7 between February 1 and March 1, 1951. This increase of 4.5 points was equivalent to an advance of 2.6 per cent. All group indexes moved up higher in February, although two-thirds of the total increase was due to higher food prices. The index for foods rose from 224.4 to 233.9, reflecting gains for most items, particularly eggs, butter, beef, pork, cabbage, carrots, shortening and oranges. An increase in the fuel and light index from 141.7 to 146.5 was mainly attributable to higher prices for coal and coke. Further gains in a broad list of clothing and footwear items moved the clothing index from 192.4 to 196.3, while the home furnishings and services index rose from 185.1 to 188.6, as floor coverings, furnishings, hardware and furniture advanced. The miscellaneous items index rose narrowly from 137.0 to 137.8, due to increases for personal care items, notably haircuts and health costs. Reflecting the results of the March quarterly survey, the rent index moved from 136.4 to 137.6.

From August, 1939 to March, 1951, the increase in the cost-of-living index was 78.3 per cent.

Cost of Living in Eight Cities

The eight city cost-of-living indexes moved closely with the Dominion index between January 2 and February 1.

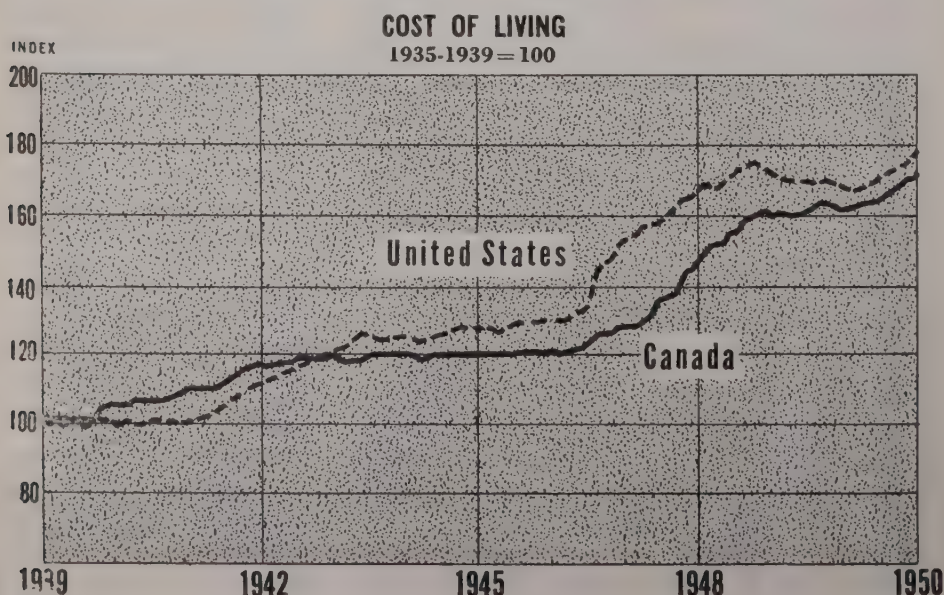
Increases ranged from 2.1 points in Halifax to 3.2 points in Vancouver. In percentage terms these increases are equivalent to 1.3 per cent and 1.9 per cent, respectively. Increases for food, clothing and home furnishings accounted for most of the increases recorded for each city. The fuel and light indexes, remained mostly unchanged while all miscellaneous series were slightly higher.

Composite city index increases between January 2 and February 1 were as follows: Vancouver 3.2 to 175.8; Edmonton 3.0 to 169.0; Toronto 2.9 to 171.5; Montreal 2.8 to 180.6; Saint John 2.8 to 171.2; Saskatoon 2.4 to 172.6; Winnipeg 2.3 to 170.1; and Halifax 2.1 to 162.3.

Wholesale Prices, January, 1951

The general index of wholesale prices advanced 7.4 points (3.3 per cent) to 233.8 (1935-39=100) between December, 1950 and January, 1951. All of the eight groups contributed to the upward trend, with the Textile Products group recording the largest increase. An advance of 14.6 points (5.1 per cent) brought the January level of this index to 298.8. Animal Products followed closely with a gain of 13.3 points (4.8 per cent) to 290.4. Wood Products moved up 10.7 points (3.9 per cent) to 284.5, and Chemical Products 6.8 points (3.9 per cent) to 179.7. Vegetable Products increased by 4.5 points (2.1 per cent) to 214.1, Iron Products, 4.2 points

* See Tables F-1 to F-6.



(2.2 per cent) to 196.4, Non-metallic Minerals, 1.9 points (1.1 per cent) to 167.3 and Non-ferrous Metals, 1.6 points (0.9 per cent) to 174.7.

The following commodity price increases were registered between December and January: lobsters, in shell, Halifax 50.0 per cent, cocoanut oil 26.5 per cent, worsted cloth yarn, 2 ply, 25.5 per cent, denatured alcohol 24.2 per cent, spruce scantling (export) 23.2 per cent, raw wool, eastern bright, 22.2 per cent, beef carcass, cow, Vancouver 21.6 per cent, fir timber, No. 1 common, 21.4 per cent, flax No. 1 C.W. 21.4 per cent, sisal rope 20.9 per cent, pickled sheepskins 20.7 per cent, woodpulp, bleached sulphite 18.5 per cent. Decreases

in commodity prices were recorded as follows: eggs, Grade A large (average), 21.2 per cent, canned corn 14.3 per cent, oranges 8.0 per cent, whitefish, Ontario 7.6 per cent, lemons 7.0 per cent, bananas 2.7 per cent, cheese, new, Toronto, 2.3 per cent.

The index of Canadian Farm Products prices at wholesale rose 7.7 points (3.4 per cent) to 235.2 (1935-39=100). Animal Products prices advanced 12.5 points (4.2 per cent), higher prices for livestock, wool, poultry and butterfat outweighing sharp declines in egg prices. Field Products moved up 2.9 points (1.9 per cent), influenced by higher prices for grains, potatoes and hay.

STRIKES AND LOCKOUTS, Canada, February, 1951*

Strike idleness showed little change as compared with the previous month and with February, 1950. Fourteen new strikes and lockouts began during the month but the majority involved few workers and caused little time loss. One inter-provincial stoppage of steel products factory workers at London and Toronto, Ont., Montreal, P.Q., and Winnipeg, Man., involved half the total workers and caused half the total time loss.

Preliminary figures for February, 1951, show 18 strikes and lockouts in existence, involving 4,508 workers, with a time loss of 18,878 man-working days, as compared with 17 strikes and lockouts in January, 1951, with 6,253 workers involved and a loss of 16,763 days. In February, 1950, there were 16 strikes and lockouts, involving 3,861 workers, and a loss of 24,871 days.

For the first two months of 1951, preliminary figures show 31 strikes and lockouts, involving 10,577 workers, and a loss of 35,641 days. In the same period in 1950 there were 20 strikes and lockouts, with 5,434 workers involved and a loss of 63,459 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in February, 1951, was 0.02 per cent of the estimated working time, the

same percentage as in January, 1951; 0.03 per cent in February, 1950; 0.02 per cent for the first two months of 1951 and 0.04 per cent for the first two months of 1950.

Of the 18 strikes and lockouts in existence during the month, two were settled in favour of the workers, two in favour of the employers and two were compromise settlements. Seven were indefinite in result, work being resumed pending final settlement. At the end of the month five strikes and lockouts were recorded as unterminated.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes of this nature which are still in progress are: composers, etc., at Winnipeg, Man., which commenced on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; electrical apparatus factory workers at Vancouver, B.C., May 11, 1950; laundry machinery factory workers at Toronto, Ont., June 16, 1950; and cleaners and dyers at Toronto, Ont., October 4, 1950.

* See Tables G-1 and G-2.

Great Britain and Other Countries

The latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month. Statistics given in the annual review issued as a supplement to the *LABOUR GAZETTE* for April, 1951, and in this article are taken, as far as possible, from the government publications of the countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in December, 1950, was 72 and 11 were still in progress from the previous month, making a total of 83 during the month. In all stoppages of work in progress in the period there were 9,100 workers involved and a time loss of 28,000 working days was caused.

Of the 72 disputes leading to stoppages of work which began in December, three, directly involving 200 workers, arose out of demands for advances in wages, and 33, directly involving 3,400 workers, on other wage questions; two, directly involving 500 workers, on questions as

to working hours; eight, directly involving 500 workers, on questions respecting the employment of particular classes or persons; 23, directly involving 1,500 workers, on other questions respecting working arrangements; two, directly involving 100 workers on questions of trade union principle; and one, directly involving 100 workers was in support of workers involved in another dispute.

For 1950, preliminary figures show a total of 1,338 work stoppages beginning in the year, 302,000 workers directly and indirectly involved in all stoppages in progress during the year and a time loss of 1,388,000 working days.

Comparable figures for 1949 are, 1,426 stoppages, 434,000 workers and a time loss of 1,807,000 days.

United States

Preliminary figures for January, 1951, show 400 strikes and lockouts beginning in the month, in which 185,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 1,200,000 man-days. Corresponding figures for December, 1950, are 200 strikes and lockouts, involving 40,000 workers with a time loss of 1,000,000 days.

FATAL INDUSTRIAL ACCIDENTS IN CANADA, 1950*

During the calendar year 1950, industrial fatalities in Canada totalled 1,240, a decrease of 145 from the 1949, figure of 1,385. Included in the final figure for 1949 are 41 deaths not previously reported. Accidents both fatal and non-fatal as reported by the provincial Workmen's Compensation Boards increased from 412,378 in 1949 to 414,075 in 1950.

The accidents recorded are those which involved persons gainfully employed, during the course of or arising out of their employment. Also included are deaths from industrial diseases as reported by the provincial Workmen's Compensation Boards. Reviews of industrial fatalities appear quarterly in the *LABOUR GAZETTE*.

Annual statistics on industrial fatalities are compiled from reports received from the various provincial Workmen's Compensation Boards, the Board of Transport Commissioners, and certain other official

sources. Press reports are used to supplement these data, but accidents reported in the press are included only after careful inquiry to avoid duplication. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible therefore that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries which are covered by workmen's compensation legislation.

During the year there were fourteen industrial accidents which caused the death of three or more persons in each case. On January 20, nine workers in a clothing plant at Toronto, Ontario, were burned to death in a fire. Three hydro-electric workers were killed at Isle Maligne, Quebec, on February 13, when the turbine in which they were working was accidentally set in motion. On March 18, ten crew

* See Tables H-1 to H-5.

members of a fishing craft were drowned when their vessel collided with a steamship off Halifax harbour, Nova Scotia.

A trainman and two engineers were killed in a collision between two freight trains near Sioux Lookout, Ontario, on June 10. Five miners were killed at Cadomin, Alberta, on June 14, when they were trapped 350 feet underground by a cave-in.

On July 9, three electrical workers engaged on the conversion of a hydro-electricity transmission system from 25 to 60 cycles at London, Ontario, received fatal burns when a transformer exploded. An aircraft crash at Timagami, Ontario, resulted in the death of five employees of the Ontario Department of Lands and Forests on August 30. Five fishermen from Woods Harbour, Nova Scotia, are believed to have been drowned when their boat was capsized off the south coast of Nova Scotia, during a hurricane; their overturned boat was found on September 20.

On November 11, the Leduc Hotel in Leduc, Alberta, was wrecked by an explosion, and the fire which followed, cost the lives of three employees. Seven crew members of the aircraft *Canadian Pilgrim* perished when the plane crashed in the French Alps. Many more persons lost their lives, but for the purpose of these statistics only those whose deaths were a result of their employment are listed. On November 21, four trainmen were killed, when two trains, one a troop train, carrying members of Canada's Special Service Force, met in a head-on collision at Canoe River, British Columbia. Five employees of a department store in Halifax were burned to death when fire destroyed the building in which they were working on November 30. On December 5, three loggers were drowned in the Nimpkish River, British Columbia, when their boat was swamped while they were transporting supplies back to camp. Three employees of the British Columbia Forest Service lost their lives by drowning on December 15, when the forestry launch *A. L. Bryant* was in collision with the steamship *Lady Cynthia* off Bowen Island.

Fatalities by Causes

Classification of accidents according to cause (Table H-2) indicates that the

largest number, 359, came under the category of "moving trains, vehicles, etc." Automobiles and other power vehicles and implements caused 194 of these fatalities.

Industrial diseases, strain, etc., were responsible for 141 of the 233 industrial deaths recorded in the group "other causes". Falls of persons resulted in 184 fatalities, while dangerous substances caused 162 deaths, including 51 resulting from electrocution. Falling objects caused fatal injuries to 160 persons, 66 of whom were employed in the logging industry.

Fatalities by Provinces

The largest number of industrial fatalities recorded in any province in 1950 was 434 in Ontario, a decrease of 81, from the preceding year. Of these 125 occurred in manufacturing, 63 in transportation, and 58 in the construction industry. In Quebec, 247 fatalities were recorded including 51 in manufacturing and 45 in the construction industry. British Columbia followed with a total of 235 industrial deaths recorded during the year. Accidents in the logging industry were responsible for 75 of these fatalities.

Fatalities by Industries

Table H-4 includes an analyses of fatalities by industries and months and the number of fatalities in each industry expressed as a percentage of the grand total. The latest available figures of persons employed in the various industries are also given; these, although not in any case for the year under review, are included to provide an approximate indication of the relative frequency of accidents from industry to industry.

The highest percentage of the 1,240 fatalities in 1950 was in manufacturing with 19·6 as compared with 18·0 per cent in the previous year. Transportation accounted for 15·7 per cent in comparison to 18·6 in 1949.

The percentage in mining and quarrying declined to 13·3 from 14·7 per cent in 1949. In logging the percentage increased from 10·5 in 1949 to 12·1 in 1950.

SELECTED LIST* OF PUBLICATIONS RECEIVED IN LIBRARY OF DEPARTMENT OF LABOUR, OTTAWA.

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

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TABLE 1.—STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

Items	1951	1951	1950	1949	1944	1939
	February	January	January	January	January	January
Total Population ⁽¹⁾	000		13,994	13,707	11,975	11,267
Labour Force —						
Civilian labour force ⁽²⁾	000		5,201	5,200	†	†
Persons with jobs ⁽²⁾	000		5,084	5,053	†	†
Male ⁽²⁾	000		3,986	3,967	†	†
Female ⁽²⁾	000		1,098	1,086	†	†
Paid workers ⁽²⁾	000		3,683	3,680	†	†
Persons without jobs and seeking work ⁽²⁾	000		117	147	†	†
Index of employment (1939=100).....			175.3	163.8	165.5	†
Immigration.....	No. 8,419	5,637	3,710	7,449	693	661
Adult males.....	No. 3,799	2,546	1,234	2,884	147	160
Earnings and Hours —						
Total labour income.....	\$000,000		620	607	†	†
Per capita weekly earnings.....	\$	45.31	42.33	41.02	†	†
Average hourly earnings, manufacturing.....	¢	108.9	101.1	97.2	†	†
Average hours worked per week, manufacturing.....		43.1	42.6	43.2	†	†
Real weekly earnings, manufacturing ⁽³⁾		111.2	109.4	107.6	†	†
National Employment Service —						
Live Applications for employment (1st of mo.) ⁽⁴⁾	300.0	226.9	274.0	186.7	508.8	†
Unfilled Vacancies (1st of month) ⁽⁴⁾	000 35.8	34.4	17.7	25.1	153.0	†
Placements, weekly average.....	000	12.3	8.0	8.7	†	†
Unemployment Insurance —						
Ordinary live claims.....	000 247.6 ⁽⁵⁾	190.1 ⁽⁵⁾	222.1	144.1	6.2	†
Balance in fund.....	\$000,000	654.1	589.6	522.8	176.8	†
Price Indexes —						
Wholesale (Av. 1926=100).....			157.1	159.3	102.5	73.2
Cost-of-living index ⁽⁶⁾	175.2	172.5	161.0	159.6	119.0	101.1
Residential building materials ⁽⁶⁾		269.6	227.3	230.0	146.6 ⁽⁶⁾	102.3 ⁽⁶⁾
Production —						
Industrial production index ⁽⁶⁾		208.6	182.6	178.7	204.1	102.0
Mining production index ⁽⁶⁾			138.6	131.9	113.4	105.9
Manufacturing index ⁽⁶⁾		217.8	190.5	188.4	225.1	100.9
Electric power.....	000,000 k.w.h.		4,072	3,699	3,529	2,387
Construction —						
Contracts awarded.....	\$000,000	159.2	56.7	72.8	8.8	7.3
Dwelling units, started.....	000		2.2	3.1	†	†
Completed.....	000		6.5	6.6	†	†
Under construction.....	000		59.5	56.5	†	†
Pig iron.....	000 tons	197.0	190.4	183.1	132.1	57.7
Steel ingots and castings.....	000 tons		289.9	284.7	242.2	78.2
Inspected slaughtering, cattle.....	000 77.9	103.7	120.5	112.4	90.4	69.9
Hogs.....	000 339.6	401.6	362.8	324.7	941.0	262.9
Flour production.....	000,000 bbls.		1.55	1.47	2.04	1.10
Newsprint.....	000 tons		417.0	386.0	242.7	208.4
Cement producers' shipments.....	000,000 bbls.	887	653	621	176 ⁽⁷⁾	116 ⁽⁷⁾
Automobiles and trucks.....	000		28.5	13.9	13.7	14.8
Gold.....	000 fine oz.		354.3	311.0	258.6	410.8
Copper.....	000 tons	22.8	21.9	20.8	24.4	23.7
Lead.....	000 tons		9.6	10.7	16.4	16.1
Nickel.....	000 tons	10.9	10.2	11.3	11.8	7.3
Zinc.....	000 tons		24.0	21.8	24.7	15.2
Coal.....	000 tons	1,640	1,945	1,802	1,621	1,200
Crude petroleum.....	000 bbls.		1,924	1,356	832	532
Distribution —						
Wholesale sales index, unadjusted ⁽⁸⁾		306.7	232.0	243.7	159.5	77.6
Retail sales.....	\$000,000		501.8	493.4	†	†
Imports, excluding gold.....	\$000,000	274.3	327.2	223.8	126.4	43.7
Exports, excluding gold.....	\$000,000	233.9	285.1	221.2	242.0	70.1
Railways —						
Revenue freight, ton miles.....	000,000		3,614	4,702	5,349	1,871
Car loadings, revenue freight.....	000	294.0	331.0	271.0	300.0	172.0
Banking and Finance —						
Common stocks, index ⁽⁹⁾	166.5	153.8	119.0	114.3	81.5	93.8
Preferred stocks, index ⁽⁹⁾			152.4	144.7	118.3	102.5
Bond yields, Dominion index ⁽⁹⁾			90.1	95.4	97.3	97.3
Cheques cashed, individual accounts.....	\$000,000	9,002	7,307	6,929	4,512	2,512
Bank loans, current public.....	\$000,000	2,671	2,164	2,054	1,037	792
Money supply.....	\$000,000	4,688	4,386	4,162	3,153 ⁽⁹⁾	1,370 ⁽⁹⁾
Circulating media in hands of public.....	\$000,000	1,151	1,131	1,131	835	281 ⁽⁹⁾
Deposits.....	\$000,000	3,537	3,255	3,031	2,163 ⁽⁹⁾	1,089 ⁽⁹⁾

NOTE.—Latest figures subject to revision. Many of the statistical data in this table are included in the Canadian Statistical Review issued by the Dominion Bureau of Statistics.

† Comparable statistics are not available.

(1) Population figures are as at the first day of December, for 1950, 1949 and June 1, for 1944, 1939.

(2) Labour Force Survey figures given are as at November 4, 1950, October 29, 1949. Detailed figures for November 1950 will be found in the February issue of the Labour Gazette.

(3) Real earnings computed by dividing index of average weekly earnings of wage-earners in manufacturing by the cost-of-living index, base: Average 1946=100.

(4) Newfoundland is included after April 1, 1949

(5) Average 1935-39=100.

(6) Year end figures.

(7) Figures for 1939-44 are production data rather than shipments.

(8) Includes ordinary live claimants plus claimants for supplementary benefit. Latter totalled 6,833 at January 1, and 27,103 at February 1, 1951.

A—Labour Force

TABLE A-1.—IMMIGRATION OF ADULT MALES, ADULT FEMALES, AND CHILDREN TO CANADA

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Date	Adult Males	Adult Females	Children Under 18	Total
Annual Average, 1920-24.....	55,416	34,803	20,315	110,534
Annual Average, 1925-29.....	74,447	37,345	30,517	142,309
Annual Average, 1930-34.....	12,695	12,145	11,117	35,957
Annual Average, 1935-39.....	3,564	5,834	5,054	14,452
Annual Average, 1940-44.....	3,767	6,674	4,010	14,151
Annual Average, 1945-49.....	26,701	31,075	18,064	75,840
1950—January.....	1,234	1,414	1,062	3,710
February.....	1,906	1,676	1,377	4,959
March.....	2,284	1,862	1,655	5,801
April.....	2,922	2,331	2,262	7,515
May.....	3,655	2,611	2,096	8,362
June.....	2,899	2,354	1,686	6,939
July.....	3,053	2,003	1,668	6,724
August.....	1,995	1,883	1,332	5,210
September.....	2,262	1,674	1,094	5,030
October.....	2,378	2,025	1,368	5,771
November.....	3,068	2,090	1,672	6,830
December.....	3,044	2,249	1,768	7,061
Total.....	30,700	24,172	19,040	73,912
1951—January.....	2,546	1,792	1,299	5,637

TABLE A-2.—DISTRIBUTION OF ALL IMMIGRATION BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Total
1946—Total.....	8,656	9,712	29,604	15,097	8,650	71,719
1947—Total.....	3,765	8,272	35,543	7,909	8,638	64,127
1948—Total.....	4,558	24,687	61,621	22,552	11,996	125,414
1949—Total.....	2,777	18,005	48,607	17,904	7,924	95,217
1950—January.....	115	641	1,988	703	263	3,710
February.....	127	874	2,694	779	485	4,959
March.....	145	1,103	3,049	1,063	441	5,801
April.....	257	1,033	3,838	1,811	576	7,515
May.....	261	1,658	4,209	1,652	582	8,362
June.....	212	1,027	3,672	1,477	551	6,939
July.....	215	1,218	3,606	1,074	611	6,724
August.....	186	1,023	2,556	914	531	5,210
September.....	151	1,094	2,653	691	441	5,030
October.....	143	1,393	2,996	754	485	5,771
November.....	161	1,302	3,867	924	576	6,830
December.....	225	1,209	3,913	1,133	581	7,061
Total.....	2,198	13,575	39,041	12,975	6,123	73,912
1951—January.....	101	1,096	3,261	722	457	5,637

TABLE A-3.—DISTRIBUTION OF MALE IMMIGRANTS BY OCCUPATION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Agriculture	Unskilled and Semi-Skilled	Skilled	Trading	Others Including Mining	Total
1946—Total.....	1,069	1,226	2,962	2,429	2,248	9,934
1947—Total.....	4,174	7,363	8,546	4,211	2,987	27,281
1948—Total.....	18,370	10,416	14,031	4,345	5,824	52,986
1949—Total.....	18,118	5,938	8,336	2,998	3,654	39,044
1950—January.....	483	152	278	180	141	1,234
February.....	970	252	386	160	138	1,906
March.....	1,162	278	492	181	171	2,284
April.....	1,773	239	522	216	172	2,922
May.....	2,224	407	586	266	172	3,655
June.....	1,400	568	494	238	199	2,899
July.....	1,893	323	433	220	184	3,053
August.....	896	242	403	232	222	1,995
September.....	1,180	211	368	241	262	2,262
October.....	842	343	581	263	349	2,378
November.....	1,141	756	629	238	304	3,068
December.....	1,063	779	649	262	291	3,044
Total.....	15,027	4,550	5,821	2,697	2,605	30,700
1951—January.....	624	701	659	253	309	2,546

B—Labour Income**TABLE B-1.—ESTIMATES OF LABOUR INCOME**

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Logging, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services (including Government)	Supplementary Labour Income	Total
1938—Average.....	22	59	9	56	59	5	209
1939—Average.....	23	62	8	57	59	5	215
1940—Average.....	27	77	11	63	62	5	245
1941—Average.....	29	107	16	73	67	8	299
1942—Average.....	30	143	18	80	73	10	354
1943—Average.....	31	169	18	86	78	13	395
1944—Average.....	33	172	13	95	83	13	409
1945—Average.....	35	156	15	101	90	13	410
1946—Average.....	42	146	24	114	103	14	443
1947—Average.....	47	175	33	133	113	17	518
1948—Average.....	52	202	40	154	126	20	593
1949—October.....	53	219	52	175	141	22	663
November.....	51	218	50	177	143	23	661
December.....	47	217	41	174	141	22	642
1950—January.....	43	213	37	166	140	22	620
February.....	43	216	37	166	141	21	625
March.....	41	218	39	168	145	22	633
April.....	41	219	41	171	148	22	642
May.....	45	221	48	175	148	22	659
June.....	50	229	52	180	149	23	683
July.....	52	231	54	182	148	24	691
August.....	55	231	56	172	148	24	686
September.....	57	242	56	186	149	25	716
October.....	59	244	55	188	152	25	723
November.....	61	248	53	193	153	26	733
December.....	57	235	43	191	152	25	703

C—Employment, Hours and Earnings

NOTE: The Dominion Bureau of Statistics has discontinued the series of monthly index numbers of employment and payrolls computed on bases of 1939 and 1941 as 100, formerly published in the *LABOUR GAZETTE*. The two series have been replaced by a new one, using a 1939 base as 100. Delays in preparation of the new series necessitate the omission of most of the tables on employment, hours and earnings from this issue of the *LABOUR GAZETTE*. They will reappear in next month's issue, in the new form now established by the Bureau.

TABLE C-2.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1939=100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite ¹				Manufacturing			
	Index Numbers			Average Wages and Salaries	Index Numbers			Average Wages and Salaries
	Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries	
1939—Average.....	100.0	100.0	100.0	\$ 23.44	100.0	100.0	100.0	\$ 22.79
1947—Average.....	158.3	245.2	154.4	36.19	171.0	272.7	159.5	36.34
1948—Average.....	165.0	282.9	170.9	40.06	176.0	314.1	178.5	40.67
1949—Average.....	165.5	303.7	183.3	42.96	175.9	339.2	192.9	43.97
1950—Average.....	168.0	321.8	191.3	44.84	177.5	360.2	202.8	46.21
Jan. 1, 1948.....	163.2	253.5	154.9	36.32	172.0	271.7	158.1	36.03
Jan. 1, 1949.....	165.5	290.1	175.0	41.02	174.0	319.9	180.4	41.94
Jan. 1, 1950.....	163.8	295.9	180.6	42.33	171.0	324.3	189.8	43.26
Feb. 1, 1950.....	158.3	296.4	187.2	43.87	170.4	337.4	198.1	45.15
Mar. 1, 1950.....	157.9	300.5	190.3	44.61	171.5	342.8	199.9	45.55
Apr. 1, 1950.....	159.0	303.8	191.0	44.77	172.0	346.6	201.4	45.91
May 1, 1950.....	159.7	305.8	191.5	44.88	172.5	348.4	202.0	46.03
June 1, 1950.....	166.0	315.3	189.9	44.51	175.3	352.3	201.1	45.82
July 1, 1950.....	170.8	328.3	192.2	45.04	178.6	364.1	203.9	46.46
Aug. 1, 1950.....	172.5	332.5	192.6	45.15	179.6	366.7	204.0	46.49
Sept. 1, 1950.....	174.1	338.0	188.4	44.17	182.5	369.9	202.7	46.19
Oct. 1, 1950.....	177.1	346.6	195.7	45.88	185.6	385.1	207.4	47.27
Nov. 1, 1950.....	178.1	351.7	197.5	46.29	185.4	389.7	210.2	47.90
Dec. 1, 1950.....	179.2	356.3	198.9	46.63	185.3	394.6	212.9	48.51
Jan. 1, 1951.....	175.3	338.6	193.3	45.31	182.4	373.5	204.7	46.66

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operations, (7) Trade, (8) Finance, insurance and real estate and (9) Services, mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational services.

TABLE C-10.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Hours Worked and Hourly and Weekly Wages D.B.S. Real Wages Computed by the Economics and Research Branch, Department of Labour.

Date		Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1946=100)		
					Average Weekly Earnings	Cost of Living	Average Real Weekly Earnings
			cts.	\$			
Monthly Average 1945.....		45-0	69-4	31-23	103-3	96-7	106-8
Monthly Average 1946.....		43-2	70-0	30-24	100-1	100-0	100-1
Monthly Average 1947.....		43-0	80-2	34-46	114-0	109-6	104-0
Monthly Average 1948.....		42-7	91-3	38-99	129-0	125-4	102-9
Monthly Average 1949.....		42-4	98-6	41-81	138-4	130-1	106-4
Week preceding:							
January 1, 1948.....		43-2*	86-6	37-41*	123-8	120-0	103-2
February 1, 1948.....		42-8	86-6	37-06	122-6	121-4	101-0
March 1, 1948.....		43-2	88-0	38-02	125-8	122-0	103-1
April 1, 1948.....		43-2*	89-0	38-45*	127-2	122-7	103-7
May 1, 1948.....		43-1	89-4	38-53	127-5	124-0	102-8
June 1, 1948.....		41-7	91-4	38-11	126-1	124-8	101-0
July 1, 1948.....		42-0	92-3	38-77	128-3	126-9	101-1
August 1, 1948.....		42-1	92-7	39-03	129-2	127-4	101-4
September 1, 1948.....		41-7	93-4	38-95	128-9	128-6	100-2
October 1, 1948.....		43-0	94-6	40-68	134-6	129-1	104-3
November 1, 1948.....		43-1	95-5	41-16	136-2	129-1	105-5
December 1, 1948.....		43-2	96-0	41-47	137-2	128-6	106-7
January 1, 1949.....		43-2*	97-2	41-99*	138-9	129-1	107-6
February 1, 1949.....		42-9	97-2	41-70	138-0	129-0	107-0
March 1, 1949.....		43-0	97-6	41-97	138-9	128-8	107-8
April 1, 1949.....		42-9	98-2	42-13	139-4	128-9	108-1
May 1, 1949.....		41-8*	98-6	41-21*	136-4	129-0	105-7
June 1, 1949.....		40-8	99-1	40-43	133-8	129-9	103-0
July 1, 1949.....		41-8	99-1	41-42	137-1	131-1	104-6
August 1, 1949.....		41-9	98-8	41-40	137-0	131-7	104-0
September 1, 1949.....		42-4	98-4	41-72	138-1	131-3	105-2
October 1, 1949.....		42-7	99-3	42-40	140-3	131-2	106-9
November 1, 1949.....		42-8	99-5	42-59	140-9	130-8	107-7
December 1, 1949.....		42-9	100-0	42-90	142-0	130-7	108-6
January 1, 1950.....		42-6*	101-1	43-07*	142-5	130-3	109-4
February 1, 1950.....		42-3	100-9	42-68	141-2	130-7	108-0
March 1, 1950.....		42-5	101-4	43-10	142-6	132-4	107-7
April 1, 1950.....		42-8	101-7	43-53	144-0	132-7	108-5
May 1, 1950.....		42-4*	102-5	43-46*	143-8	132-7	108-4
June 1, 1950.....		42-0	103-5	43-47	143-8	133-8	107-5
July 1, 1950.....		42-5	103-9	44-16	146-1	135-5	107-8
August 1, 1950.....		42-5	104-2	44-29	146-6	136-3	107-6
September 1, 1950.....		41-9	104-4	43-74	144-7	137-4	105-3
October 1, 1950.....		42-9	105-3	45-17	149-5	138-1	108-3
November 1, 1950.....		43-0	106-4	45-75	151-4	138-1	109-6
December 1, 1950.....		43-1	107-8	46-46	153-7	138-4	111-1
January 1, 1951 (1).....		43-1*	108-9	46-94*	155-3	139-6	111-2

NOTE: Average Real Weekly Earnings were computed by dividing the index of the cost of living into an index of the average weekly earnings, both indexes having been calculated on a similar base (Average 1946=100).

* Figures adjusted for holidays. The actual figures are: January 1, 1948, 38-3 hours, \$33.17; April 1, 1948, 41-6 hours, \$37-02; January 1, 1949, 40-6 hours, \$39-46; May 1, 1949, 42-5 hours, \$41-91; January 1, 1950, 39-9 hours, \$40-34; May 1, 1950, 42-6 hours, \$43-67; January 1, 1951, 40-2 hours, \$43-78.

(1) Latest figures subject to revision.

D—Employment Service Statistics

**TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT
AS AT FIRST OF MONTH**

SOURCE: Form UIC 757

Month	Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
March 1945.....	82,623	89,233	121,856	56,170	32,067	88,237
March 1946.....	43,738	81,777	75,515	215,353	48,072	263,425
March 1947.....	36,801	84,995	71,796	156,820	37,994	194,814
March 1948.....	16,416	15,784	32,200	155,249	45,105	200,354
March 1949.....	10,187	13,544	23,731	209,866	51,898	261,764
March 1950.....	9,614	11,429	21,043	300,352	75,646	375,998
April 1950.....	11,967	12,032	23,999	349,098	79,193	428,291
May 1950.....	18,635	15,386	34,021	310,044	77,797	387,841
June 1950.....	25,038	16,375	41,413	184,335	70,062	254,397
July 1950.....	24,392	15,519	39,911	136,291	68,280	204,571
August 1950.....	26,391	13,582	39,973	99,100	58,188	157,288
September 1950.....	29,631	16,559	46,190	97,634	53,969	151,603
October 1950.....	47,469	17,322	64,791	79,760	53,314	133,074
November 1950.....	41,144	13,085	54,229	89,690	57,310	147,000
December 1950.....	32,081	11,039	43,120	124,850	61,456	186,306
January 1951.....	24,402	9,968	34,370	173,186	53,691	226,877
February 1951.....	24,983	10,795	35,778	231,826	68,220	300,046
March 1951 (1).....	24,550	13,118	37,668	232,385	64,312	296,697

(1) Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT
FEBRUARY 1, 1951**

SOURCE: Form UIC 751

Industry	Male	Female	Total	Change from December 28, 1950	
				Absolute	Percentage
Agriculture, Fishing, Trapping.....	348	153	501	+105	+26.5
Logging.....	12,981	16	12,997	-832	-6.0
Pulpwood.....	10,351	10	10,361	-835	-7.5
Lumber.....	2,539	5	2,544	-40	-1.6
Other logging.....	91	1	92	+43	+87.8
Mining.....	567	29	596	+197	+49.4
Coal.....	95	2	97	+52	+115.6
Metallic ores—					
Iron.....	103	2	105	+26	+32.9
Gold.....	101	3	104	+7	+7.2
Nickel.....	166	.....	166	+82	+97.6
Other metallic ores and non-metallic minerals.....	56	6	62	+42	+210.0
Prospecting and oil producing.....	46	16	62	-12	-16.2
Manufacturing.....	4,466	3,287	7,933	+2,114	+36.3
Food and kindred products.....	257	286	543	+224	+70.2
Textiles, apparel, etc.....	334	1,937	2,271	+1,006	+88.5
Lumber and finished lumber products.....	505	41	546	+33	+6.4
Pulp and paper products and printing.....	219	144	363	+54	+17.5
Chemicals and allied products.....	218	118	334	+66	+24.6
Products of petroleum and coal.....	47	9	56	+38	+211.1
Rubber products.....	59	32	91	-6	-6.2
Leather and products.....	93	188	281	+56	+24.9
Stone, clay and glass products.....	89	28	117	+33	+39.3
Iron and steel and products.....	585	85	670	+219	+48.6
Non-ferrous metals and products.....	228	60	288	+53	+22.6
Machinery.....	601	112	713	+228	+47.0
Electrical equipment and products.....	348	130	478	+54	+12.7
Transportation equipment and other manufacturing.....	1,065	117	1,182	-4	-0.3
Construction.....	948	55	1,003	-160	-13.8
Transportation and Storage.....	793	81	874	+124	+16.5
Communications, and Other Public Utilities.....	231	209	440	-20	-4.4
Trade.....	1,674	1,526	3,200	+136	+4.4
Wholesale.....	608	499	1,107	+235	+26.9
Retail.....	1,066	1,027	2,093	-99	-4.5
Finance, Insurance, Real Estate.....	995	817	1,812	+230	+14.5
Service.....	1,901	4,624	6,425	-488	-7.1
Public.....	650	424	1,074	-143	-11.8
Domestic.....	34	2,213	2,247	-299	-11.8
Personal.....	640	1,691	2,331	-60	-2.5
Other Service.....	477	296	773	+14	+1.8
All Industries.....	24,984	10,797	35,781	+1,406	+4.1

**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT,
BY OCCUPATION AND BY SEX, AS AT FEBRUARY 1, 1951**

SOURCE: Form UIC 757

Occupational Group	Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,433	263	1,696	3,892	958	4,850
Clerical Workers.....	1,490	3,499	4,989	7,980	14,328	22,308
Sales Workers.....	1,442	613	2,055	5,123	10,032	15,155
Personal and Domestic Service Workers.....	554	3,682	4,236	16,748	13,870	30,618
Seamen.....	30	.....	30	5,090	92	5,182
Agriculture and Fishing.....	366	16	382	2,558	1,161	3,719
Skilled and semiskilled Workers.....	17,594	2,109	19,703	94,776	12,816	107,592
Food and kindred products.....	42	43	85	1,917	1,116	3,033
Textiles, clothing, etc.....	230	1,678	1,908	2,173	6,810	8,983
Lumber and wood products.....	12,941	1	12,942	8,274	91	8,365
Pulp, paper and printing.....	89	29	118	619	376	995
Leather and products.....	66	138	204	1,365	560	1,925
Stone, clay and glass products.....	28	2	30	345	41	386
Metalworking.....	1,770	11	1,781	6,939	405	7,344
Electrical.....	140	39	179	1,196	271	1,467
Transportation equipment, n.e.c.....	71	.....	71	355	68	423
Mining.....	192	.....	192	784	.....	984
Construction.....	393	.....	393	35,723	4	35,727
Transportation (except seamen).....	489	4	493	14,705	58	14,763
Communications and public utility.....	28	.....	28	535	.....	535
Trade and service.....	142	96	238	2,025	1,344	3,369
Other skilled and semiskilled.....	832	46	878	11,319	1,359	12,678
Foremen.....	31	6	37	2,270	196	2,466
Apprentices.....	110	16	126	4,032	117	4,149
Unskilled Workers.....	2,074	613	2,687	95,659	14,963	110,622
Food and tobacco.....	33	90	123	3,119	4,254	7,373
Lumber and lumber products.....	245	.....	245	5,740	305	6,045
Metalworking.....	177	32	209	2,000	279	2,279
Construction.....	328	.....	328	19,866	3	19,869
Other unskilled workers.....	1,288	491	1,779	64,354	10,122	74,456
Total.....	24,953	10,795	35,778	231,826	68,220	300,046

**TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND
PLACEMENTS FOR THE MONTH OF JANUARY, 1951**

SOURCE: Form UIC 751

Industry	Weekly Average		
	Vacancies Notified	Referrals	Placements
Agriculture, Fishing, Trapping.....	265	209	158
Logging.....	2,652	1,342	1,067
Mining.....	251	236	146
Manufacturing.....	5,174	5,068	3,527
Food and kindred products.....	509	565	348
Textiles, apparel, etc.....	1,243	1,042	707
Lumber and finished lumber products.....	602	590	500
Pulp and paper products and printing.....	304	319	216
Chemicals and allied products.....	199	223	132
Products of petroleum and coal.....	30	30	12
Rubber products.....	71	80	60
Leather and products.....	167	167	111
Stone, clay and glass products.....	134	155	89
Iron and steel and products.....	444	454	318
Non-ferrous metals and products.....	222	216	150
Machinery.....	382	357	236
Electrical equipment and products.....	218	230	129
Transportation equipment and other manufacturing.....	649	640	489
Construction.....	1,555	1,625	1,274
Transportation and Storage.....	835	840	623
Communications, and Other Public Utilities.....	166	179	93
Trade.....	2,174	2,476	1,452
Finance, Insurance, Real Estate.....	445	446	207
Service.....	5,049	5,320	3,723
All Industries.....	18,566	17,741	12,270

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS DECEMBER 29, 1950 TO FEBRUARY 1, 1951 UNPLACED APPLICANTS AS AT FEBRUARY 22, 1951

SOURCE: Form UIC 751

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at Feb. 22, 1951
					Regular	Casual		
Newfoundland	209	100	6,291	142	100	3	9,140	11,744
Corner Brook	26	6	1,143	18	12	3	1,677	2,136
Grand Falls	1	1	555				820	1,061
St. John's	182	93	4,593	124	88		6,643	8,547
Prince Edward Island	413	128	1,861	725	180	136	2,821	2,915
Charlottetown	276	79	1,272	333	132	106	1,814	1,919
Summerside	137	49	589	392	48	30	1,007	996
Nova Scotia	2,508	763	10,869	2,784	1,498	433	16,580	17,281
Amherst	79	11	321	73	63	6	556	570
Bridgewater	30	24	489	40	7		827	895
Halifax	1,417	541	3,533	1,561	792	292	4,244	4,287
Inverness	27	6	318	22	21		509	592
Kentville	55	32	963	66	29	5	1,590	1,784
Liverpool	30	8	241	24	16		438	471
New Glasgow	410	56	1,456	484	335	18	1,932	1,946
Springhill	16		136	9	7		276	295
Sydney	299	38	2,140	357	147	112	3,791	3,988
Truro	109	19	508	134	68		640	595
Yarmouth-Shelburne	36	28	764	14	13		1,777	1,858
New Brunswick	3,301	1,047	9,670	3,277	1,713	690	13,030	13,177
Bathurst	42	74	751	56	17	2	1,214	1,546
Campbellton	122	61	539	93	41	22	800	949
Edmundston	158	4	468	181	87	37	568	630
Fredericton	419	169	609	309	195	88	678	660
Minto	146	28	298	167	118		354	349
Moncton	1,099	317	3,398	1,333	468	412	4,186	4,129
Newcastle	107	40	495	93	27	13	892	991
Saint John	696	162	2,199	685	487	86	2,551	2,196
St. Stephen	241	69	449	223	153	14	1,207	1,171
Sussex	179	89	151	68	68	5	161	124
Woodstock	92	34	273	60	52	11	419	432
Quebec	25,552	14,601	62,336	21,151	13,245	1,690	89,632	91,840
Asbestos	121	79	217	63	30	5	304	380
Beauharnois	158	25	375	140	153		658	570
Buckingham	118	173	243	95	49	3	510	506
Causapscal	52	172	396	25	17		598	771
Chandler	382	271	1,236	326	256		1,513	1,824
Chicoutimi	985	723	820	250	133	17	852	923
Dolbeau	67	50	200	19	11		291	418
Drummondville	377	35	951	387	277	18	1,549	1,674
Farnham	52	42	266	29	29		476	520
Granby	199	47	751	223	148	5	918	938
Hull	285	206	1,561	312	239	2	2,334	2,374
Joliette	337	67	882	243	154	25	1,337	1,525
Jonquiere	381	134	959	382	223	32	1,009	1,153
Lachute	61	10	247	54	40	3	409	445
La Malbaie	110	113	537	34	8		1,260	1,523
La Tuque	615	2,061	853	304	375		416	371
Levis	447	58	1,808	454	222	178	2,517	2,546
Matane	177	346	603	77	20		863	1,273
Megantic	495	190	506	348	347		307	314
Mont-Laurier	42	288	161	45	27	2	219	255
Montmagny	29	73	808	21	13	1	1,099	1,175
Montreal	11,681	3,918	24,185	10,388	6,597	708	33,527	31,797
Port Alfred	103	54	308	31	26		541	713
Quebec	1,133	985	6,378	1,647	547	250	10,810	10,999
Rimouski	242	539	661	96	80		1,486	1,688
Riviere du Loup	251	24	767	174	94	49	1,428	1,607
Rouyn	305	304	923	368	156	76	756	877
St. Agathe	143	31	351	175	121	20	397	465
Ste. Anne de Bellevue	68	19	589	53	42		634	653
Ste. Therese	147	21	586	161	107	7	1,006	1,055
St. Georges de Beauce	308	506	505	253	164	5	823	857
St. Hyacinthe	410	173	801	365	283	7	1,244	1,240
St. Jean	374	92	955	319	201	1	865	1,129
St. Jerome	220	55	631	178	151	1	819	892
St. Joseph d'Alma	246	97	1,049	184	183		964	1,136
Shawinigan Falls	1,207	1,013	1,525	375	209	70	2,291	2,466
Sherbrooke	959	293	2,198	904	524	96	2,638	2,706
Sorel	424	165	813	137	78	7	1,801	1,633
Thetford Mines	131	75	581	198	90		791	850
Three Rivers	1,000	573	2,313	658	350	92	4,299	4,743
Val d'Or	322	413	524	276	195	9	464	438
Valleyfield	217	34	761	230	179		1,627	1,361
Victoriaville	171	54	552	150	97	1	982	1,057

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS DECEMBER 29, 1950 TO FEBRUARY 1, 1951 UNPLACED APPLICANTS AS AT FEBRUARY 22, 1951—Continued

SOURCE: Form UIC 751

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at Feb. 22, 1951
					Regular	Casual		
Ontario	40,390	14,716	74,849	36,952	22,582	4,007	72,025	69,045
Arnprior.....	153	47	228	123	112	11	227	221
Barrie.....	420	63	659	411	336	11	529	451
Belleville.....	268	46	727	240	143	39	895	863
Bracebridge.....	55	5	247	56	40	4	421	434
Brampton.....	113	25	209	107	88	7	197	195
Brantford.....	504	93	1,315	550	317	53	1,399	1,468
Brockville.....	218	13	361	224	155	52	335	348
Carleton Place.....	28	7	161	26	23	.....	246	206
Chatham.....	322	66	928	370	179	53	1,024	1,027
Cobourg.....	121	13	266	158	109	10	331	308
Collingwood.....	123	1	372	131	95	31	781	735
Cornwall.....	308	18	1,046	329	237	30	1,820	1,712
Fort Erie.....	46	21	164	56	21	4	283	280
Fort Frances.....	227	135	227	177	115	12	180	165
Fort William.....	567	206	1,094	424	339	52	1,365	1,430
Galt.....	387	174	487	242	209	5	361	304
Gananoque.....	36	5	116	37	24	10	204	194
Goderich.....	50	52	166	23	12	7	351	367
Guelph.....	398	101	611	340	116	103	567	443
Hamilton.....	2,375	650	5,719	2,984	1,256	475	5,495	5,086
Hawkesbury.....	204	130	327	131	70	1	675	770
Ingersoll.....	261	59	271	242	198	10	211	212
Kapuskasing.....	272	36	207	185	163	5	81	109
Kenora.....	296	213	253	88	67	1	336	346
Kingston.....	640	122	1,184	712	433	56	1,061	1,046
Kirkland Lake.....	215	109	494	252	97	40	530	517
Kitchener-Waterloo.....	707	173	1,018	891	555	48	624	614
Leamington.....	108	34	282	161	49	14	487	434
Lindsay.....	61	32	261	53	26	.....	398	453
Listowel.....	27	22	128	33	13	.....	220	254
London.....	1,696	566	3,037	1,809	975	221	2,039	1,973
Midland.....	181	16	612	210	158	9	1,151	1,021
Napanee.....	23	7	193	20	14	.....	346	373
New Toronto.....	685	98	1,231	681	474	16	988	907
Niagara Falls.....	401	45	909	404	308	50	963	830
North Bay.....	855	75	1,323	914	662	111	719	681
Orillia.....	196	13	474	216	172	17	609	604
Oshawa.....	1,300	233	2,401	1,230	1,025	34	1,607	1,551
Ottawa.....	2,308	419	4,013	2,297	1,540	318	3,497	3,456
Owen Sound.....	216	59	769	261	150	12	1,075	1,016
Parry Sound.....	67	1	247	66	30	32	269	258
Pembroke.....	204	117	775	173	174	7	821	790
Perth.....	160	18	219	148	112	26	324	348
Peterborough.....	290	88	1,198	332	230	4	1,595	1,611
Pictou.....	37	14	203	48	22	.....	431	495
Port Arthur.....	2,039	1,628	1,315	391	577	26	1,632	1,721
Port Colborne.....	94	39	297	95	52	21	425	372
Prescott.....	63	22	253	87	59	.....	398	411
Renfrew.....	81	4	258	86	64	13	277	285
St. Catharines.....	753	203	1,548	643	469	53	1,983	1,684
St. Thomas.....	311	76	664	471	234	73	392	387
Sarnia.....	420	57	727	529	313	26	641	585
Sault Ste. Marie.....	694	155	712	446	19	596	625	539
Simcoe.....	97	40	475	92	58	1	551	539
Sioux Lookout.....	150	50	225	185	82	12	111	107
Smiths Falls.....	84	15	230	83	38	28	392	322
Stratford.....	190	56	400	199	73	36	441	402
Sturgeon Falls.....	78	27	262	48	35	8	394	386
Sudbury.....	1,380	774	1,632	963	448	144	1,334	1,407
Timmins.....	813	249	984	601	530	68	1,038	784
Toronto.....	12,609	5,787	20,185	10,698	5,863	1,204	15,688	14,911
Trenton.....	157	8	674	224	159	1	625	590
Walkerton.....	43	31	255	46	32	.....	362	404
Wallaceburg.....	77	5	405	88	68	.....	459	413
Welland.....	356	96	944	347	180	54	1,064	938
Weston.....	490	372	854	497	245	5	584	506
Windsor.....	1,153	175	4,122	1,293	834	210	4,336	4,127
Woodstock.....	129	47	296	126	80	4	234	233
Manitoba	4,961	1,592	14,267	5,036	1,919	1,394	17,426	17,752
Brandon.....	345	124	1,076	337	186	23	1,335	1,375
Dauphin.....	45	5	412	54	26	1	634	639
Flin Flon.....	98	26	232	108	53	10	165	134
Portage la Prairie.....	48	16	472	43	27	5	798	789
The Pas.....	49	35	73	23	18	.....	108	114
Winnipeg.....	4,376	1,386	12,002	4,471	1,609	1,355	14,386	14,701

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR
FIVE WEEKS DECEMBER 29, 1950 TO FEBRUARY 1, 1951 UNPLACED APPLICANTS
AS AT FEBRUARY 22, 1951—Concluded**

SOURCE: Form UIC 751

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at Feb. 22, 1951
					Regular	Casual		
Saskatchewan	2,150	539	8,654	2,772	926	688	13,421	13,580
Estevan.....	57	5	166	67	48	6	246	260
Moose Jaw.....	161	85	945	197	90	24	1,440	1,407
North Battleford.....	74	29	484	57	49	2	843	889
Prince Albert.....	217	71	855	246	90	25	1,580	1,665
Regina.....	763	121	2,477	1,194	348	259	3,265	3,229
Saskatoon.....	661	143	2,257	807	201	323	3,280	3,268
Swift Current.....	42	31	450	40	18	13	860	897
Weyburn.....	76	23	235	72	46	15	337	338
Yorkton.....	99	31	785	92	36	21	1,570	1,627
Alberta	6,413	1,696	15,549	7,827	4,222	790	16,450	16,645
Blairmore.....	90	7	167	70	71	5	192	183
Calgary.....	2,430	381	5,581	3,657	1,657	373	5,544	5,716
Drumheller.....	53	8	169	52	48	.....	299	315
Edmonton.....	3,096	1,014	7,192	3,443	1,856	385	6,963	6,890
Edson.....	267	96	139	121	100	.....	71	86
Lethbridge.....	236	130	1,385	221	309	24	2,094	2,146
Medicine Hat.....	159	20	466	150	132	3	617	654
Red Deer.....	82	40	450	104	49	.....	670	655
British Columbia	6,934	1,557	37,369	8,038	4,214	920	50,653	48,521
Chilliwack.....	85	12	1,128	115	61	20	2,259	2,265
Courtenay.....	27	33	1,090	12	9	2	1,288	1,235
Cranbrook.....	29	14	440	34	14	.....	683	683
Dawson Creek.....	278	4	348	272	269	3	252	274
Duncan.....	105	26	1,063	109	70	7	1,171	867
Kamloops.....	123	49	432	76	65	.....	586	635
Kelowna.....	70	9	788	71	42	8	1,313	1,399
Nanaimo.....	173	13	1,874	182	132	21	2,263	1,731
Nelson.....	106	13	574	145	60	27	909	930
New Westminster.....	485	87	4,161	544	293	103	6,481	6,563
Penticton.....	49	3	991	52	41	.....	1,455	1,624
Port Alberni.....	183	9	815	228	163	8	845	562
Prince George.....	702	94	1,061	760	585	40	427	433
Prince Rupert.....	263	95	402	181	201	1	530	536
Princeton.....	38	.....	136	45	33	4	199	183
Trail.....	56	6	551	63	38	8	839	919
Vancouver.....	3,411	789	18,170	4,366	1,701	590	24,151	22,923
Vernon.....	31	12	587	26	21	.....	1,304	1,403
Victoria.....	571	238	2,570	692	304	78	3,395	3,083
Whitehorse.....	149	51	188	65	103	.....	303	273
Canada	92,831	36,739	241,715	88,704	50,599	10,751	301,178	302,500
Male.....	59,364	25,653	176,571	53,415	33,273	6,138	232,717	236,213
Females.....	33,467	11,086	65,144	35,289	17,326	4,613	68,461	66,287

**TABLE D-6.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED
BY EMPLOYMENT OFFICES**

1941—1951

SOURCE: Form UIC 751

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1941.....	568,695	262,767	831,462	331,997	175,766	507,763
1942.....	1,044,610	499,519	1,544,129	597,161	298,460	895,621
1943.....	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944.....	1,883,010	802,273	2,485,283	1,101,854	638,083	1,739,917
1945.....	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946.....	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947.....	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948.....	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949.....	1,295,990	494,856	1,790,846	464,363	219,816	684,179
1950.....	1,500,763	575,813	2,076,576	559,882	230,920	790,802
1951 (5 weeks).....	176,571	65,144	241,715	39,411	21,939	61,350

E—Unemployment Insurance

**TABLE E-1.—ESTIMATES OF THE INSURED POPULATION UNDER THE
UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

At Beginning of Month of:	Total	Employed	Claimants ¹
1949—December.....	2,678,000	2,525,700	152,300
1950—January.....	2,667,000	2,444,900	222,100
February.....	2,659,000	2,381,800	297,200
March.....	2,644,000	2,357,800	286,200
April.....	2,715,000	2,449,600	265,400
May.....	2,659,000	2,449,100	209,900
June.....	2,690,000	2,543,500	146,500
July.....	2,733,000	2,623,600	109,400
August.....	2,735,000	2,642,500	92,500
September.....	2,763,000	2,664,100	98,900
October.....	2,811,000	2,731,700	79,300
November.....	2,838,000	2,747,700	90,300
December.....	2,910,000	2,785,200	124,800

¹ Ordinary claimants signing live Unemployment register on last working day of the preceding month.

**TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER (REGULAR AND
SUPPLEMENTARY BENEFIT), BY NUMBER OF DAYS CONTINUOUSLY ON THE
REGISTER, AS OF JANUARY 31, 1951**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	TOTAL	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Newfoundland.....	3,360	1,164	312	556	950	250	128
Male.....	3,258	1,148	299	535	924	231	121
Female.....	102	16	13	21	26	19	7
(Male).....	(2,154)	(944)	(128)	(209)	(412)	(202)	(259)
(Female).....	(185)	(50)	(16)	(25)	(28)	(25)	(41)
Prince Edward Island.....	2,521	548	333	651	695	153	141
Male.....	2,132	464	288	564	598	123	95
Female.....	389	84	45	87	97	30	46
Nova Scotia.....	15,268	3,383	1,893	3,451	3,446	1,391	1,704
Male.....	13,254	2,991	1,642	3,005	3,110	1,176	1,330
Female.....	2,014	392	251	446	336	215	374
New Brunswick.....	11,810	2,579	1,373	2,441	2,827	1,331	1,259
Male.....	9,614	2,193	1,144	2,056	2,360	970	891
Female.....	2,196	386	229	385	467	361	368
Quebec.....	82,302	16,584	9,727	15,560	20,920	8,415	11,087
Male.....	65,746	13,714	7,692	12,533	17,807	6,600	7,398
Female.....	16,556	2,870	2,035	3,025	3,122	1,815	3,689
Ontario.....	56,850	13,698	7,087	11,510	12,363	4,500	7,692
Male.....	42,424	10,596	5,302	8,911	9,811	3,176	4,628
Female.....	14,426	3,102	1,785	2,599	2,552	1,324	3,064
Manitoba.....	15,415	3,137	1,566	3,238	4,095	1,587	1,792
Male.....	11,631	2,255	1,102	2,414	3,363	1,324	1,173
Female.....	3,784	882	464	824	732	263	619
Saskatchewan.....	11,691	2,128	1,219	2,535	3,553	1,484	772
Male.....	9,640	1,710	961	2,052	3,123	1,301	493
Female.....	2,051	418	258	483	430	183	279
Alberta.....	13,777	3,741	1,691	2,722	3,139	1,265	1,219
Male.....	11,403	3,200	1,395	2,216	2,771	1,017	804
Female.....	2,374	541	296	506	368	248	415
British Columbia.....	42,759	10,865	5,657	7,476	9,536	4,621	4,604
Male.....	34,916	9,147	4,753	5,913	7,841	3,882	3,380
Female.....	7,843	1,718	904	1,563	1,695	739	1,224
TOTAL.....	255,753	57,827	30,858	50,140	61,533	24,997	30,398
MALE.....	204,018	47,418	24,578	40,201	51,708	19,800	20,313
FEMALE.....	51,735	10,409	6,280	9,939	9,825	5,197	10,085

N.B.—Figures in parentheses are for unemployment assistance in Newfoundland. They are not included in the totals.

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, FEBRUARY, 1942 TO
JANUARY, 1951**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Month	1942	1943	1944	1945	1946	1947	1948	1949	1950	1951
January.....		4,637	11,751	20,412	71,932	63,681	100,304	126,649	182,053	172,269
February.....	663	4,822	12,284	14,990	59,098	47,141	76,723	93,463	109,282	
March.....	4,124	5,046	10,667	13,307	60,706	43,675	63,869	88,786	119,533	
April.....	2,925	3,953	6,463	8,430	35,781	35,859	48,963	58,141	80,028	
May.....	2,799	2,027	4,654	8,825	34,777	27,603	33,617	52,675	71,619	
June.....	4,629	1,772	3,226	10,857	30,646	21,365	31,543	44,783	51,284	
July.....	2,668	1,087	3,108	10,886	27,576	20,034	30,487	43,486	43,629	
August.....	1,855	1,370	3,241	20,557	25,115	17,281	24,972	50,291	61,545	
September.....	1,118	1,013	3,715	40,473	28,555	20,883	28,143	51,935	42,220	
October.....	1,058	1,475	6,222	36,717	34,891	29,369	38,104	69,349	62,243	
November.....	1,748	2,896	11,798	53,325	37,111	42,385	66,426	114,888	93,016	
December.....	3,337	6,562	13,770	57,612	52,479	73,578	105,939	139,406	134,218	
Total.....	26,924	36,660	90,897	296,391	488,667	442,854	649,090	933,832	1,050,979	172,269

TABLE E-4.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, JANUARY, 1951

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total ¹	Initial	Renewal	Total Disposed of ²	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland ³	2,999 (1,710)	2,885 (1,647)	114 (63)	1,770 (1,096)	1,117 (513)	653 (583)	1,859 (1,197)
Prince Edward Island.....	1,596	1,297	299	1,673	1,134	539	331
Nova Scotia.....	10,626	7,765	2,861	10,969	7,270	3,699	2,455
New Brunswick.....	7,523	5,815	1,708	7,846	5,302	2,544	1,548
Quebec.....	50,785	38,411	12,374	57,582	41,007	16,575	10,909
Ontario.....	42,431	31,493	10,938	46,090	32,982	13,108	7,400
Manitoba.....	9,713	7,260	2,453	10,770	7,402	3,368	1,963
Saskatchewan.....	7,037	5,808	1,229	7,589	5,068	2,521	1,551
Alberta.....	9,702	7,397	2,305	8,945	6,507	2,438	2,900
British Columbia.....	29,857	22,076	7,781	29,985	22,340	7,645	7,570
Total Canada, January, 1951.....	172,269	130,207	42,062	183,219	130,129	53,090	38,486
Total Canada, December, 1950.....	134,218	89,836	44,382	111,405	84,956	26,449	49,436
Total Canada, January, 1950.....	182,053	133,871	48,182	176,710	148,037	28,673	52,798

¹ In addition, revised claims received numbered 17,472. ² In addition, 16,669 revised claims were disposed of. Of these, 1,201 were special requests not granted, and 1,237 were appeals by claimants. There were 2,774 revised claims pending at the end of the month. ³ Figures in parentheses are for unemployment assistance in Newfoundland. These are not included in the totals.

TABLE E-5.—REGULAR AND SUPPLEMENTARY BENEFIT CLAIMS DISALLOWED AND CLAIMANTS DISQUALIFIED

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Chief Reasons for Non-Entitlement	Month of January, 1951 ¹	Month of January, 1950 ²	Cumulative Current Total for Fiscal Year
Claims Disallowed			
Regular.....	41,410	18,851	115,341
Supplementary Benefit.....	11,958		14,976
Claimants Disqualified			
Not unemployed.....	5,104	3,483	25,961
Not capable of and not available for work.....	1,186	732	12,179
Loss of work due to a labour dispute.....	16	29	3,183
Refused offer of work and neglected opportunity to work.....	1,071	522	13,274
Discharged for misconduct.....	905	914	6,656
Voluntarily left employment without just cause.....	5,544	3,570	40,861
Other reasons ³	3,152	2,938	19,910
Total.....	70,346	31,039	252,341

¹ Includes 3,925 revised claims, disqualified.

² 1950 data relate to regular claimants only.

³ These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

TABLE E-6.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID AND AMOUNT PAID

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Number Receiving Benefit in Last Week of the Month ¹	Month of January, 1951		
		Number Commencing Benefit	Number of Days Benefit Paid	Amount of Benefit Paid
Newfoundland ²	1,477 (1,077)	933 (528)	35,182 (32,944)	91,227 (79,372)
Prince Edward Island.....	894	1,085	32,040	73,528
Nova Scotia.....	7,165	5,987	195,506	478,853
New Brunswick.....	4,459	4,363	147,762	353,937
Quebec.....	50,259	27,022	1,270,428	3,100,612
Ontario.....	36,113	27,675	897,312	2,201,986
Manitoba.....	10,191	7,202	222,252	544,809
Saskatchewan.....	6,732	5,278	173,807	430,727
Alberta.....	8,664	5,779	195,051	491,515
British Columbia.....	23,862	19,343	618,901	1,600,082
Total, Canada January, 1951.....	149,816	104,667	3,788,241	9,367,276
Total, Canada, December, 1950.....	101,918	69,870	2,192,851	5,308,818
Total, Canada, January, 1950.....	218,963	132,619	4,925,381	11,781,142

¹ Week containing last day of the month.

N.B.—² Figures in parentheses are for unemployment assistance in Newfoundland. They are not included in the totals.

TABLE E-7.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO JANUARY 31, 1951

SOURCE: Unemployment Insurance Commission

Fiscal Year Ended March 31	RECEIPTS					DISBURSEMENTS							
	CONTRIBUTIONS (Gross less refunds)		Government Retard Re. Supp. Ben. Classes 3 and 4	Fines	Interest on Investments and Profit on Sale of Securities	Total Revenue	BENEFIT PAYMENTS						
	Employer and Employee	Government					Ordinary	Supplementary	Total				
1942.....	36,435,609 05	7,287,121 81		\$	\$	43,991,999 60	\$	\$	\$	27,752 92		\$	43,964,246 68
1943.....	57,434,651 43	11,487,057 90		638 11	1,840,448 56	70,762 796 00				716,012 75			114,011,029 83
1944.....	61,720,785 00	12,344,421 74		1,323 67	3,972,047 14	78,038,577 55				1,721,666 29			190,327,941 19
1945.....	63,728,855 44	12,746,179 30		2,041 02	6,195,926 42	82,673,002 18				4,966,483 51			268,034,459 86
1946.....	62,566,589 66	12,513,778 66		2,303 66	6,116,768 84	81,199,440 82				31,993,240 34			317,240,660 34
1947.....	76,015,030 91	15,203,457 58		3,820 43	7,529,985 56	98,762 294 48				43,114,329 18			372,878,625 64
1948.....	83,870,834 47	16,366,400 70		5,322 60	9,580,776 12	109,803,333 89				34,947,020 32			447,734,939 21
1949.....	98,581,559 98	20,924,013 71		8,359 06	12,113,317 56	131,627 250 33				49,826,732 16			529,535,437 38
1950.....	104,432,415 94	20,094,332 20		17,731 42	14,391 257 71	138,935,787 27				85,006,136 24	818,065 89		582,646,972 52
April.....	9,012,614 79	1,799,207 99		1,675 00	1,207,873 23	12,021,371 01				11,852,510 62	2,487,558 22		580,328,274 69
May.....	8,250,223 46	1,650,025 60	13,425 50	2,967 00	1,207,873 23	11,124,514 76				9,583,280 19	909,879 87		580,959,629 42
June.....	8,612,676 56	1,722,248 56		3,401 00	1,207,018 15	11,545,344 30				6,374,712 79	281,441 50		585,848,819 43
July.....	9,122,651 74	1,825,008 73		4,927 35	1,221,426 54	12,174,014 36				4,723,264 87	34,504 55		593,265 064 37
August.....	11,110,254 79	2,220,928 27		2,902 00	1,238,366 13	14,572,451 19				4,409,087 61	10,561 55		603,417,866 40
September.....	11,370,169 43	2,273,375 13		2,809 00	1,255,883 43	14,901,936 96				3,839,814 46	9,330 58		614,470,658 35
October.....	11,313,655 22	2,262,702 39		4,425 70	1,274,696 26	14,855,479 57				3,566,376 99	1,288 75		625,758,472 18
November.....	11,444,060 13	2,288,200 58		2,776 00	1,323,276 58	15,058,313 29				4,179,172 57	524 25		636,687,088 65
December.....	12,580,488 28	2,516,416 01		2,880 00	1,350,478 17	16,450,262 46				5,304,152 98	193 50		647,783,004 63
January.....	*12,271,583 10	2,455,143 20		1,269 35	1,366,289 00	16,094,284 65				9,363,792 54	462,031 16		654,051,465 58
Sub-Total.....	105,085,377 53	21,013,256 46	13,425 50	30,032 40	12,652,880 72	138,797,972 61				63,196,165 62	4,197,313 93		654,051,465 58
Total.....	749,874,709 41	149,980,020 06	13,425 50	71,572 39	74,642,677 37	974,582,404 73				315,515,559 33	5,015,379 89		654,051,465 58

*Stamps \$5,439,827.27. Meter \$1,549,224.91. Bulk \$4,911,078.84. Arm. Serv. \$370,370.64. Spec. Force \$1,081.44. Total \$12,271,583.10.

TABLE E-8.—CLAIMS FOR SUPPLEMENTARY BENEFIT, JANUARY, 1951

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Initial claims only			Persons commencing benefit	Number of days benefit paid	Amount of benefit paid
	Claims considered	Entitled to benefit	Not entitled to benefit			
Newfoundland.....	564	287	208	123	1,736	3,613
Prince Edward Island.....	513	252	145	171	2,101	3,406
Nova Scotia.....	3,293	2,020	937	1,322	15,576	29,627
New Brunswick.....	2,312	1,477	690	853	9,703	17,773
Quebec.....	13,105	9,261	3,690	6,403	82,078	154,509
Ontario.....	9,417	5,942	3,299	4,598	55,225	107,980
Manitoba.....	2,551	1,520	964	1,266	15,025	28,399
Saskatchewan.....	2,118	1,247	764	912	11,174	21,166
Alberta.....	1,921	1,025	725	828	10,645	21,185
British Columbia.....	5,848	3,740	1,892	2,980	36,749	74,503
Total.....	41,642	26,771	13,314	19,456*	240,012	462,161

Includes 23 renewal claims.

F—Prices

TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the beginning of each Month

(Calculated by the Dominion Bureau of Statistics)

	Percentage Increase since August 1, 1939	On base of average prices in 1935-39 as 100*							
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	Retail Prices Index (Commodities only)†
1914.....		79.7	92.2	72.1	75.1	88.3	69.6		
1929.....		121.7	134.7	119.7	112.6	134.8	105.0		
1933.....		94.4	84.9	102.5	98.6	93.3	98.2		
1939.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1945.....	18.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946.....	22.6	123.6	140.4	112.7	107.4	126.3	124.5	112.6	132.1
1947.....	34.4	135.5	159.5	116.7	115.9	143.9	141.6	117.0	148.8
1948.....	53.8	155.0	195.5	120.7	124.8	174.4	162.6	123.4	177.4
1949.....	59.8	160.8	203.0	123.0	131.1	183.1	167.6	128.8	184.8
1949									
January.....	58.3	159.6	202.2	121.7	130.0	181.9	167.0	126.6	183.5
February.....	58.2	159.5	200.4	121.7	130.8	181.8	167.8	128.1	183.3
March.....	57.9	159.2	199.1	121.7	131.0	182.7	167.9	128.1	182.5
April.....	58.0	159.3	198.5	122.4	131.0	182.3	168.0	128.4	182.6
May.....	58.2	159.5	199.5	122.4	129.1	183.3	168.1	128.4	183.0
June.....	59.2	160.5	202.9	122.4	128.7	183.3	167.7	128.4	184.6
July.....	60.8	162.1	207.2	123.4	129.1	183.3	167.5	128.5	186.3
August.....	61.5	162.8	209.2	123.4	129.5	183.2	167.4	128.9	187.9
September.....	61.0	162.3	207.0	123.9	130.1	183.5	167.4	128.9	186.9
October.....	60.9	162.2	205.0	123.9	134.1	184.1	167.2	130.2	186.5
November.....	60.4	161.7	203.3	123.9	135.1	183.7	167.4	130.2	185.7
December.....	60.2	161.5	201.9	125.0	135.2	183.7	167.1	130.5	185.0
1950									
January.....	59.7	161.0	199.4	125.0	135.6	183.3	167.0	131.6	183.8
February.....	60.3	161.6	201.3	125.0	135.9	183.0	166.4	132.1	184.7
March.....	62.4	163.7	204.0	132.7	136.3	181.4	166.3	132.1	185.8
April.....	62.7	164.0	204.5	132.7	138.0	181.2	166.4	132.3	186.2
May.....	62.7	164.0	204.6	132.7	137.5	180.8	166.4	132.3	186.1
June.....	64.1	165.4	209.0	132.7	137.1	180.7	166.9	132.4	188.3
July.....	66.2	167.5	214.3	134.9	137.7	180.7	166.9	132.5	191.0
August.....	67.2	168.5	216.7	134.9	138.4	180.9	168.9	132.5	192.4
September.....	68.5	169.8	218.8	135.5	140.8	182.3	171.1	132.8	194.3
October.....	69.3	170.7	220.1	135.5	141.0	183.5	172.7	133.3	195.5
November.....	69.3	170.7	218.6	136.4	140.6	184.5	174.8	133.4	195.1
December.....	69.7	171.1	218.8	136.4	140.7	184.9	176.4	134.1	195.6
1951									
January.....	71.1	172.5	220.2	136.4	141.5	187.1	179.8	135.8	197.3
February.....	73.8	175.2	224.4	136.4	141.7	192.4	185.1	137.0	201.4
March.....	78.3	179.7	233.9	137.6	146.5	196.3	188.6	137.8	.....

* For the period 1914 to 1934 the former series on the bases 1926=100 was converted to the bases 1935-39=100.

† Commodities in the cost-of-living index excluding rents and services.

TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF FEBRUARY 1951

SOURCE: Dominion Bureau of Statistics

	Total			Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
	Feb. 1, 1950	Jan. 2, 1951	Feb. 1, 1951						
Halifax.....	153.3	160.2	162.3	211.6	118.5	139.6	202.2	167.7	127.5
St. John.....	157.8	168.4	171.2	214.9	122.9	139.1	210.3	175.9	138.1
Montreal.....	164.2	177.8	180.6	238.4	135.5	136.9	182.4	193.0	134.3
Toronto.....	157.6	168.6	171.5	215.9	140.0	161.2	193.0	181.0	134.8
Winnipeg.....	156.3	167.8	170.1	226.2	130.1	124.9	188.5	188.2	130.5
Saskatoon.....	163.6	170.2	172.6	228.9	126.1	145.9	198.1	183.9	127.7
Edmonton.....	158.1	166.0	169.0	231.3	121.8	114.6	195.1	174.7	132.7
Vancouver.....	163.4	172.6	175.8	230.6	125.4	145.7	201.1	178.6	139.2

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(BASE: August 1939=100)

Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month

SOURCE: Dominion Bureau of Statistics.

*Commodities	Per	Dec. 1941	Feb. 1946	Feb. 1947	Feb. 1948	Feb. 1949	Jan. 1951	Feb. 1951	Price Feb. 1951
Beef, sirloin steak.....	lb.	120.7	154.8	164.5	191.4	249.5	313.7	331.8	93.3
Beef, round steak.....	lb.	125.7	167.9	178.1	210.5	278.9	349.4	369.4	88.3
Beef, rolled rib roast, prime.....	lb.	125.5	175.2	185.7	216.5	280.9	348.6	367.3	84.6
Beef, blade roast, blade removed.....	lb.	132.7	162.3	169.2	213.2	301.3	391.3	414.1	67.1
Beef, stewing, boneless.....	lb.	136.7	168.3	174.3	231.4	334.6	444.1	471.2	64.3
Veal, front roll, boneless.....	lb.	139.3	174.6	175.7	220.7	316.6	381.8	415.8	72.2
Lamb, leg roast.....	lb.	109.9	152.8	156.3	184.5	245.4	285.0	299.7	85.6
Pork, fresh loins, centre cut.....	lb.	125.3	144.2	170.3	197.5	226.2	247.5	250.5	66.4
Pork, fresh shoulder, hock off.....	lb.	127.0	143.9	174.3	212.1	253.6	274.8	285.8	54.3
Bacon, side, fancy, sliced, rind off.....	lb.	132.3	142.5	178.4	219.5	230.2	214.9	215.5	81.5
Lard, pure package.....	lb.	151.3	160.5	230.7	244.7	281.6	254.0	267.5	29.8
Shortening, package.....	lb.	134.7	137.5	166.7	218.7	264.6	241.0	250.7	36.3
Eggs, grade "A" Large, carton.....	doz.	156.4	144.1	151.3	174.4	175.4	197.4	179.8	56.2
Milk.....	qt.	111.0	95.4	139.4	157.8	162.4	174.3	175.2	19.1
Butter, creamery, prints.....	lb.	140.5	148.7	164.8	264.5	267.4	236.3	237.0	64.5
Cheese, plain, mild, $\frac{1}{2}$ lb.....	pkg.	174.6	166.3	172.1	210.3	230.5	233.5	237.9	31.9
Flour, plain, white, wrapped.....	lb.	106.5	106.3	107.9	149.2	152.4	177.6	180.8	11.5
Bread, all purpose.....	lb.	127.3	124.2	124.2	187.9	187.9	224.2	224.2	7.5
Rolled Oats, package.....	lb.	112.0	114.0	114.0	153.6	153.6	190.2	193.2	12.8
Corn Flakes, 8 oz.....	pkg.	101.1	100.0	100.0	148.9	162.0	171.7	172.8	16.1
Tomatoes, canned, 2 $\frac{1}{2}$ s.....	tin	129.9	137.7	169.8	252.8	217.9	195.3	200.9	21.6
Peas, 20 oz.....	tin	117.5	121.7	131.7	152.5	150.0	149.3	150.1	19.2
Corn, Cream, Choice, 20 oz.....	tin	128.3	132.7	146.9	195.6	185.8	173.9	175.7	19.4
Beans, dry.....	lb.	129.4	135.3	170.6	298.0	272.5	267.2	283.3	14.1
Onions, cooking.....	lb.	108.2	134.7	136.7	175.5	126.5	119.0	120.9	6.4
Potatoes, No. 1, Table.....	10 lbs.	89.9	154.0	129.6	188.4	143.1	124.0	128.9	29.0
Prunes, bulk or in bag.....	lb.	115.8	130.7	168.4	178.1	180.7	229.4	237.2	27.3
Raisins, seedless, bulk or in bag.....	lb.	104.0	117.2	155.0	148.3	127.2	143.3	146.7	22.1
Oranges, California.....	doz.	132.5	147.8	126.3	133.8	136.5	158.7	154.3	42.6
Lemons.....	$\frac{1}{2}$ doz.	111.3	150.5	140.0	143.1	139.1	169.2	169.2	27.6
Jam, strawberry, 16 oz.....	jar	111.3	115.7	142.5	160.1	149.8	162.1	163.8	28.8
Peaches, 15 oz.....	tin	101.5	105.1	127.9	156.3	145.2	146.8	148.8	22.6
Marmalade, Orange, 16 oz.....	jar	118.3	128.9	134.8	150.2	145.1	148.9	150.3	20.5
Corn Syrup, 2 lb.....	tin	138.0	157.7	180.4	197.4	183.4	188.7	192.7	33.4
Sugar, granulated, bulk or in bag.....	lb.	132.3	132.3	132.3	149.2	150.8	191.7	191.7	12.3
Sugar, yellow, in branded package.....	lb.	131.3	134.9	134.9	154.0	155.6	198.1	199.6	12.9
Coffee, medium quality, in bag.....	lb.	141.6	131.7	144.1	176.9	187.6	299.6	302.8	104.5
Tea, black, $\frac{1}{2}$ lb.....	pkg.	145.2	131.6	147.3	174.1	175.5	182.0	182.3	53.0

* Descriptions and Units of Sale Apply to February 1951 Prices.

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

SOURCE: Dominion

Locality	Beef					Veal front roll (boneless), per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, fancy, sliced, rind-off, per lb.
	Sirloin steak per lb.	Round steak per lb.	Rib, roast, prime, rolled, per lb.	Blade roast (blade removed) per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut, (chops or roast), per lb.	Fresh Shoulders, hock-off, per lb.	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Nfld.—										
1—St. Johns.....	100.6		^b 72.2	^a 62.1				75.3	70.0	^e 39.0
P.E.I.—										
2—Charlottetown.....	84.7	76.0	^a 69.7	^a 57.0	^a 51.5			65.0	51.5	
Nova Scotia—										
3—Halifax.....	91.8	87.5	80.8	^a 64.7	63.6		77.4	66.3	^c 53.6	82.2
4—Sydney.....	98.7	89.5	^a 75.0	^a 60.0	63.3			68.0	56.7	89.0
New Brunswick—										
5—Moncton.....	88.7	83.7	79.7	^a 61.2	56.4			66.7	51.0	78.7
6—Saint John.....	92.7	86.1	^a 78.9	^a 64.3	63.9	70.0	77.9	68.9	54.9	81.9
Quebec—										
7—Chicoutimi.....	104.5	98.0		^a 68.3				62.7	55.7	84.2
8—Montreal.....	102.0	94.0	85.7	^a 64.8	61.9	70.8	81.8	63.2	53.1	71.7
9—Quebec.....	100.3	96.4	83.6	^a 63.2	58.4	74.6	82.1	55.7	48.8	75.1
10—Sherbrooke.....	93.4	88.4	76.9	59.3	55.0	66.3		60.9	53.5	78.9
11—Sorel.....	86.6	81.3			51.3			61.6	46.2	73.8
12—Three Rivers.....	106.9	95.1	75.4	^a 58.9	53.9			61.4	53.0	73.6
Ontario—										
13—Cornwall.....	85.8	85.8	81.0	67.5	66.0			66.0	56.0	76.7
14—Fort William.....	89.0	83.4	86.0	^a 67.0	^a 65.2			65.0		81.1
15—Hamilton.....	96.2	92.3	89.7	^a 71.9	67.6	72.7	91.2	69.3	50.4	77.0
16—London.....	93.1	91.3	86.0	^a 71.1	68.3		92.3	68.9	52.9	80.8
17—North Bay.....	90.4	89.0	84.0	68.6	63.0		81.3	68.4	52.6	79.3
18—Ottawa.....	91.3	89.2	88.9	71.1	65.3		82.8	68.5	53.6	74.6
19—Sault Ste. Marie.....	95.5	94.3	82.1	68.4	71.7			69.5	56.0	79.6
20—Sudbury.....	86.1	84.3	82.3	66.4	64.3	64.0		64.9	^d 54.3	78.3
21—Timmins.....	95.6	93.3	89.7	71.0	68.1	70.2	90.7	66.8	54.1	80.6
22—Toronto.....	94.7	89.9	92.4	73.2	68.1	71.4	89.1	69.2	50.8	75.7
23—Windsor.....	92.2	88.3	85.6	^a 68.3	68.1		84.7	68.0	48.4	76.9
Manitoba—										
24—Brandon.....	91.7	86.7		63.3	62.0				^d	81.1
25—Winnipeg.....	91.6	85.7	91.1	68.7	65.3	68.7	77.8	62.7	54.5	80.9
Saskatchewan—										
26—Moose Jaw.....	86.6	80.6	81.8	67.8	65.5	67.7	84.3	67.1	56.7	82.8
27—Regina.....	84.5	81.9	81.0	^a 65.2	67.7	75.8	81.8	67.0	56.3	87.3
28—Saskatoon.....	83.2	78.1	79.7	^a 63.7	61.7			63.5	^d 56.0	84.6
Alberta—										
29—Calgary.....	93.5	87.2	91.8	75.1	68.0	78.7	90.2	65.7	^d 60.9	86.5
30—Drumheller.....	90.0	87.7	84.0	^a 68.5	65.3			71.4	56.6	88.7
31—Edmonton.....	91.0	85.8	87.9	^a 63.6	65.5	^a 74.0	85.3	62.1	51.2	87.9
British Columbia—										
32—Prince Rupert.....	108.3	101.0		71.7	71.3		93.3	69.3	67.7	93.0
33—Trail.....	98.0	92.6	89.0	^a 69.4	69.6		92.5	73.4	64.0	97.0
34—Vancouver.....	103.3	94.0	100.1	80.3	73.4	77.3	88.4	73.6	^d 60.6	92.2
35—Victoria.....	105.2	97.0	97.6	74.7	77.8	81.3	95.6	73.5	59.2	88.5

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Locality	Lard, pure per lb. package	Shortening, per lb. package	Eggs, grade "A" large, carton, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per ½ lb. package	Bread, plain, white, wrapped, per lb.	Flour, all purpose per lb.	Rolls Oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Nfld.—										
1—St. Johns.....		36.9	71.6	29.0	.....	32.0	10.7	8.6	14.6	19.0
P.E.I.—										
2—Charlottetown.....	29.1	35.8	51.3	16.0	66.2	33.6	10.7	8.2	12.0	17.1
Nova Scotia—										
3—Halifax.....	31.2	36.6	56.0	19.0	66.1	32.9	11.2	7.8	13.9	16.7
4—Sydney.....	30.0	34.6	61.1	20.0	69.5	33.0	12.8	8.1	12.7	17.1
New Brunswick—										
5—Moncton.....	29.6	36.1	57.4	19.0	65.3	32.5	11.3	8.0	13.8	16.9
6—Saint John.....	29.9	36.9	59.3	20.0	66.1	33.2	12.7	7.9	13.3	16.7
Quebec—										
7—Chicoutimi.....	31.6	39.0	61.7	19.0	63.8	33.4	12.8	8.1	.....	18.0
8—Montreal.....	28.7	35.5	57.8	18.5	64.0	31.1	11.3	7.2	12.7	15.4
9—Quebec.....	29.4	35.9	58.6	18.0	62.8	32.7	10.5	7.2	13.2	16.4
10—Sherbrooke.....	28.1	34.9	60.8	18.0	63.9	32.2	10.9	7.7	12.7	16.1
11—Sorel.....	27.0	34.9	59.2	17.0	61.6	30.7	10.7	7.6	12.7	16.1
12—Three Rivers.....	27.3	35.2	58.2	18.0	61.2	31.0	10.0	7.2	13.1	15.9
Ontario—										
13—Cornwall.....	29.0	35.3	55.5	19.0	65.6	31.1	9.3	7.2	13.3	16.3
14—Fort William.....	29.9	35.0	56.3	20.0	66.5	31.5	11.3	7.2	12.6	16.3
15—Hamilton.....	28.7	35.4	55.9	20.0	66.4	30.8	10.7	7.4	13.0	15.4
16—London.....	29.5	36.0	53.0	19.0	66.7	30.9	10.7	7.3	12.9	15.5
17—North Bay.....	29.2	36.4	58.2	19.0	67.9	31.3	10.7	7.9	13.6	16.6
18—Ottawa.....	29.2	36.0	57.2	19.0	64.5	31.3	10.7	7.5	12.9	15.5
19—Sault Ste. Marie.....	30.0	35.3	58.5	21.0	67.8	32.1	11.3	7.6	13.1	16.2
20—Sudbury.....	29.6	35.5	56.6	21.0	67.8	30.9	11.3	8.1	13.9	16.3
21—Timmins.....	29.4	35.2	55.8	21.0	65.8	31.4	12.0	7.8	12.7	16.3
22—Toronto.....	29.4	35.0	55.5	20.0	66.0	30.4	10.7	7.3	12.7	15.2
23—Windsor.....	29.0	35.6	55.3	20.0	66.6	31.5	10.7	7.5	13.2	15.5
Manitoba—										
24—Brandon.....	30.6	37.2	55.5	17.0	64.9	32.5	11.6	7.4	12.8	16.6
25—Winnipeg.....	29.7	36.7	52.3	18.0	63.1	32.4	13.0	7.0	11.8	15.6
Saskatchewan—										
26—Moose Jaw.....	28.9	36.3	.....	20.0	61.7	31.3	12.0	7.2	12.0	15.7
27—Regina.....	30.0	37.9	50.7	18.0	61.1	32.6	12.0	7.3	12.5	16.4
28—Saskatoon.....	29.2	37.1	49.9	18.0	62.0	31.7	11.2	7.0	12.2	15.5
Alberta—										
29—Calgary.....	30.2	36.4	53.1	19.0	60.9	31.1	12.0	7.2	12.4	16.0
30—Drumheller.....	31.9	40.7	53.7	20.0	62.0	32.4	12.0	7.6	13.0	16.4
31—Edmonton.....	31.0	38.2	50.0	18.0	61.0	31.9	11.2	7.1	12.6	15.9
British Columbia—										
32—Prince Rupert.....	34.3	40.5	60.5	27.0	65.4	34.5	14.0	8.0	13.1	16.9
33—Trail.....	33.0	38.3	59.4	22.0	62.8	32.9	14.0	7.5	12.8	16.0
34—Vancouver.....	31.6	35.6	56.1	19.0	63.5	31.3	13.9	7.2	12.3	15.4
35—Victoria.....	33.1	36.4	59.0	21.0	63.6	32.9	13.9	7.6	12.5	15.8

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

SOURCE: Dominion

Locality	Canned Vegetables			Beans, common dry, white, per lb.	Onions, cooking, per lb.	Potatoes, no. 1 table, per 10 lbs.	Prunes, bulk or in bag, per lb.	Raisins, Australian, seedless, bulk or in bag, per lb.	Oranges, California 283's per dozen	Lemons, 300's per 1/2 dozen	Jam, strawberry, with pectin, per 32 oz. jar
	Tomatoes, choice, 2 1/2's (28 oz.) per tin	Peas, per 20 oz. tin	Corn, cream, choice, per 20 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Nfld.—											
1—St. Johns.....	24.5	18.3	22.8	12.7	8.0	31.9	25.1	i 29.1	48.0	.....	61.6
P.E.I.—											
2—Charlottetown.....	23.2	20.0	21.9	13.5	6.8	17.1	27.5	20.0	45.0	37.0	52.6
Nova Scotia—											
3—Halifax.....	22.4	19.3	20.1	14.3	5.0	24.8	27.8	20.1	43.8	27.4	54.6
4—Sydney.....	22.2	20.0	20.6	12.7	5.0	26.5	29.3	k 20.3	45.0	29.9	53.1
New Brunswick—											
5—Moncton.....	22.4	20.3	18.3	12.9	5.5	20.2	28.2	k 22.0	45.9	28.0	52.1
6—Saint John.....	22.4	19.1	19.4	14.0	5.4	20.6	27.5	k 20.0	44.1	27.8	54.0
Quebec—											
7—Chicoutimi.....	19.3	19.0	18.2	.....	8.9	27.7	21.2	27.7	46.8	28.3	60.0
8—Montreal.....	19.5	17.8	17.8	13.7	6.4	24.8	27.2	k 21.3	41.1	23.2	53.0
9—Quebec.....	20.1	19.2	17.3	13.5	6.5	23.3	25.2	24.3	41.7	26.1	55.8
10—Sherbrooke.....	20.7	20.0	18.6	15.3	6.9	25.0	29.1	25.0	43.2	26.0	53.7
11—Sorel.....	18.6	18.1	16.9	12.8	10.0	25.5	23.8	20.2	40.5	26.0	52.2
12—Three Rivers.....	19.0	17.9	18.2	14.3	7.0	23.9	25.8	21.9	40.5	25.8	52.6
Ontario—											
13—Cornwall.....	19.7	19.2	17.6	12.5	7.2	28.2	k 27.5	20.7	39.0	23.9	49.3
14—Fort William.....	21.2	18.8	18.1	15.2	5.4	36.8	k 27.4	23.8	42.6	29.0	53.6
15—Hamilton.....	21.0	17.8	17.6	15.4	4.9	28.0	k 29.9	n 19.5	41.1	26.6	48.7
16—London.....	21.0	19.6	19.5	13.6	4.9	27.7	k 25.3	18.5	41.1	25.1	47.3
17—North Bay.....	21.4	17.0	19.0	14.0	5.1	31.3	k 28.0	24.5	42.9	28.4	.....
18—Ottawa.....	20.3	18.4	17.3	13.5	6.1	26.8	k 28.3	24.2	38.4	25.6	49.9
19—Sault Ste. Marie.....	21.5	19.7	19.3	13.4	6.1	34.0	i 31.3	22.9	39.3	30.0	50.2
20—Sudbury.....	19.9	18.6	18.3	12.9	5.5	28.7	26.6	23.9	42.6	27.8	50.4
21—Timmins.....	20.5	18.9	18.4	15.1	6.2	35.1	25.9	22.6	44.1	28.4	51.6
22—Toronto.....	19.6	18.1	17.2	15.0	4.3	30.3	26.6	18.9	40.2	23.7	46.3
23—Windsor.....	19.5	20.3	20.0	13.5	4.6	27.4	i 31.7	19.7	42.0	27.4	48.7
Manitoba—											
24—Brandon.....	23.0	20.3	20.7	14.6	8.3	30.3	27.1	25.9	45.6	27.4	t 70.3
25—Winnipeg.....	21.9	19.8	20.0	13.8	6.3	25.1	k 27.2	25.9	45.0	p 25.0	t 66.4
Saskatchewan—											
26—Moose Jaw.....	24.7	19.0	.....	.....	6.9	32.3	.....	20.2	48.0	30.3	.....
27—Regina.....	24.3	18.5	21.7	14.2	7.7	30.6	k 27.3	23.0	43.8	28.3	t 74.0
28—Saskatoon.....	23.7	19.6	21.0	15.3	7.7	37.9	k 28.6	22.8	44.7	35.0	t 70.9
Alberta—											
29—Calgary.....	24.0	18.0	20.3	14.5	6.4	30.6	k 27.7	21.9	42.3	29.1	t 69.7
30—Drumheller.....	25.1	17.9	21.7	13.3	7.1	36.8	k 25.0	23.7	43.5	29.4	t 73.2
31—Edmonton.....	24.0	18.6	20.8	15.2	7.3	31.0	k 27.0	21.7	42.3	26.8	t 71.5
British Columbia—											
32—Prince Rupert.....	25.1	18.4	17.3	16.1	6.9	46.9	28.7	22.0	44.1	27.0	t 70.1
33—Trail.....	24.8	19.0	23.3	17.1	7.1	34.0	k 29.9	23.0	45.0	31.3	t 71.0
34—Vancouver.....	21.0	18.7	14.4	14.3	5.3	36.5	k 26.1	20.4	36.9	p 20.5	t 63.4
35—Victoria.....	20.7	16.9	16.2	15.2	6.6	37.3	25.5	20.1	40.5	p 22.9	t 68.6

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases, with price averages for earlier years. Changes in grading, trade practices, etc., occur from time to time. (a) Including cuts with bone-in. (b) Short rib, roast, prime. (c) Including cuts with hock-on. (d) Including butts. (e) Local.

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Locality	Peaches, choice, per 16 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup per 2 lb. tin	Sugar		Coffee, medium, in bags per lb.	Tea, black, medium, per 1 lb. package	Coal	
				Granulated, bulk or in bag, per lb.	Yellow, branded package, per lb.			Anthracite, per ton	Bituminous per ton
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Nfld.—									
1—St. Johns.....	47.2	49.0	37.5	12.0		v 112.4	w 59.4		22.85
P.E.I.—									
2—Charlottetown.....	21.5	41.5	36.2	12.2	11.7	v 114.3	50.5		15.50
Nova Scotia—									
3—Halifax.....	22.9	41.7	34.5	11.6	12.7	109.1	50.2		17.00
4—Sydney.....	22.4	46.1	34.7	12.4	12.9	110.7	50.3		12.10
New Brunswick—									
5—Moncton.....	23.5	39.4	34.7	12.5		108.4	50.1		16.47
6—Saint John.....	23.3	41.2	34.7	11.7	12.1	108.7	50.5		18.13
Quebec—									
7—Chicoutimi.....		49.7	36.8	12.3	11.7	v 114.7	58.0	26.25	
8—Montreal.....	20.7	41.1	30.3	11.4	11.9	106.5	55.0	26.25	
9—Quebec.....	21.3	44.6	33.2	11.9	11.9	110.0	56.5	25.00	
10—Sherbrooke.....	23.0	40.6	32.7	11.6	12.1	110.1	56.3	25.50	
11—Sorel.....	21.0	40.4	31.9	11.3	11.1	107.8	53.7	23.75	
12—Three Rivers.....	22.7	42.0	31.8	11.6	11.7	107.4	55.9	24.50	
Ontario—									
13—Cornwall.....	21.7	38.2	31.3	11.9	11.9	110.7	54.6	26.25	
14—Fort William.....	22.1	39.0	34.2	12.8	13.1	101.8	52.5	25.25	
15—Hamilton.....	22.4	34.4	30.6	11.7	12.5	102.5	55.0	24.00	
16—London.....	21.6	38.3	31.1	11.8	12.3	101.9	54.8	25.00	
17—North Bay.....	20.0	39.7	33.7	12.6	13.5	v 116.6	54.7	27.00	
18—Ottawa.....	21.8	41.7	30.7	11.8	12.1	103.3	54.3	25.50	
19—Sault Ste. Marie.....	22.8	38.0	32.6	12.3	12.3	101.9	55.4	24.75	
20—Sudbury.....	21.7	37.4	34.0	12.2	12.5	99.5	54.4	25.50	
21—Timmins.....	22.7	41.3	32.7	12.6	13.1	102.5	54.2	29.00	
22—Toronto.....	21.1	38.0	30.4	11.4	12.2	100.4	53.9	22.95	
23—Windsor.....	21.2	35.8	31.1	11.7	12.4	100.0	53.0	24.50	
Manitoba—									
24—Brandon.....	24.7	44.0	35.2	13.9	14.7	105.5	52.7		17.00
25—Winnipeg.....	23.7	42.2	33.0	14.0	15.1	96.7	50.7		18.45
Saskatchewan—									
26—Moose Jaw.....		42.7	35.0	13.1	13.8	95.7	51.0		15.50
27—Regina.....	24.0	42.7	36.8	13.4	14.3	104.3	51.9		16.50
28—Saskatoon.....	23.8	48.3	34.9	13.8	15.0	100.2	49.9		15.65
Alberta—									
29—Calgary.....	24.4	39.9	34.7	12.9	13.9	98.7	50.9		13.00
30—Drumheller.....	26.6	44.6	36.6	13.2	15.0	102.2	53.0		
31—Edmonton.....	24.3	41.6	35.1	12.9	14.4	105.2	50.9		8.20
British Columbia—									
32—Prince Rupert.....	24.6	41.1	35.0	12.7	14.2	101.7	53.4		19.75
33—Trail.....	24.3	41.2	34.1	12.8	13.9	98.4	52.0		17.25
34—Vancouver.....	21.4	35.6	30.9	11.0	12.6	94.7	51.6		18.11
35—Victoria.....	22.1	38.2	32.0	11.8	13.1	98.6	51.7		19.37

(f) Imported. (g) Mixed-carton and loose. (h) Evaporated milk, 16-50c. per 16 oz. tin. (i) Package. (k) Mixed-package and bulk. (m) 15 ounce fancy. (n) Mixed-California and Australian. (p) 360's. (s) 23 oz. tin. (t) Pure. (v) Including tins. (w) Orange Pekoe.

TABLE F-5.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

(Source: Dominion Bureau of Statistics)

Country:	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index:	Cost of Living, Dominion of Bureau of Statistics	Consumers' Prices, Bureau of Labour Statistics	Cost of Living, Mexico City	Interim Index of Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique generale	Cost of Living	Cost of Living	Cost of Living, Federal Labour Department	Cost of Living	Cost of Living Census and Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
Localities:						Paris				Cairo		6 Capital Cities	25 Towns
Base Period:	1935-39	1935-39	1939	June, 1947	Aug., 1947	1938	1938	1935	June, 1914 (n)	June—Aug. 1939	1938	1936-39 = 1000	1st Quarter 1949 = 1000
	(a)	(b)		(g)	(h)			(i)	(c)			(d)	(e)
1913	79.1	70.7		(g) 100					100		81.4		
1914	79.1	71.8		(g) 123							85.5		
1915	80.7	73.5		(g) 123							85.5		
1916	87.0	77.9		(g) 146							90.8		
1917	102.4	91.6		(g) 176							90.8		
1918	115.6	107.5		(g) 203					204		106.4		
1919	126.5	123.8		(g) 215					222		117.7		
1920	145.4	143.0		(g) 240					224		145.8		
1921	139.0	137.7		(g) 226					220		132.0		
1922	120.4	119.7		(g) 183					164		110.1		
1923	121.8	128.4		(g) 172	185				162	135	108.3		
1924	121.7	122.5		(g) 164	170				161	118	108.6		
1925	84.4	92.4		(g) 140	151				131	99	93.2		
1926	101.5	101.5		(g) 158	173				138	103	99.9		
1927	105.6	100.2	100.0	(g) 154	173	108		107.5	132	103	99.9	1029	748
1928	111.7	106.2	100.7	(g) 184	206	129		127.5	151	113	103.4	1051	782
1929	118.9	123.5	104.4	(g) 199	226	151		141.7	174	138	108.2	1111	810
1930	119.5	128.4	109.1	(g) 201	235	159		159.2	207	270	128.8	1270	872
1931	123.6	139.3	213.5	(g) 203	285	185		157.5	208	283	132.2	1270	884
1932	135.5	159.2	206.7	(g) 203	291	160		160.3	209	287	134.1	1278	891
1933	135.5	171.2	318.9	(g) 108	99	1030	4575	162.1	217	270	139.7	1309	919
1934	160.8	169.1	336.0	(g) 111		1632	4847	172.4	224	281	147.8	1362	992
1935	161.0	166.9	347.0	(g) 113		1818	4915	178.9	222	278	153.2	1386	1009
1936	161.6	166.5	345.5	(g) 113	100	1910	4755	175.8	158.9	284	154.5		
1937	167.0	167.0	347.0	(g) 113	100	1920	4747	176.2	158.3	284	156.4	1632	1020
1938	163.7	167.3	350.5	(g) 114		1906	4632	176.0	159.1	287	157.2		
1939	164.0	168.6	354.2	(g) 114	102	1922	4732	176.2	157.5	288	157.2		
1940	165.4	170.2	354.2	(g) 114		1906	4760	176.4	158.2	290	159.2		
1941	167.5	172.5	355.6	(g) 114		1845	4823	176.7	158.4	290	161.0	1780	1052
1942	167.5	172.5	355.6	(g) 114		1825	4834	177.1	159.4	282	159.8		
1943	168.5	173.0	359.5	(g) 113	100	1925	4909	177.3	159.4	285	158.7		
1944	169.8	173.8	362.1	(g) 114		1925	5007	178.0	160.0	297	159.0		
1945	170.7	174.8		(g) 115		2043	4946	178.0	160.8	304	162.0		
1946	170.7	175.6		(g) 116		2037	4997	179.2	160.9	307			
1947	171.1	175.6		(g) 116		2055			160.8	306			
1948	171.1	173.4		(g) 116		2075			160.8				
1949	172.5	181.6		(g) 116		2103							
1950	172.5												

(a) First week of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New index, Base 1st quarter of 1949 = 1000. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Years 1914-47 on base July, 1914 = 100. 1947 average is for first half of year. (j) New series on June 1947 base. (k) Revised index. (l) Annual averages 1926-46 are on base June 1914 = 100. (m) Average June-December. (n) New series, August, 1939 = 100, beginning January, 1950.

TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA

(1935-1939=100)

Source: Dominion Bureau of Statistics.

	1913	1918	1929	1933	1939	1945	1950	Jan. 1950	Dec. 1950	Jan. 1951
All commodities	83.4	166.0	124.6	87.4	99.3	132.4	.....	199.9	226.4	233.8
Classified According to Chief Component Material—										
I. Vegetable Products.....	79.8	175.6	125.7	81.4	89.1	131.6	.....	192.6	209.6	214.1
II. Animals and Their Products.....	94.4	169.3	145.2	79.1	100.8	151.8	.....	235.9	277.1	290.4
III. Fibres, Textiles and Textile Products.....	81.6	220.4	138.1	97.8	98.9	130.8	.....	223.8	284.2	298.8
IV. Wood, Wood Products and Paper.....	88.7	123.7	130.3	87.2	107.3	154.9	.....	246.2	273.8	284.5
V. Iron and Its Products.....	72.3	164.5	98.2	89.5	104.8	177.9	.....	177.0	192.2	196.4
+VI. Non-Ferrous Metals and Their Products.....	133.9	193.0	134.0	87.5	100.0	107.6	.....	146.8	173.1	174.7
VII. Non-Metallic Minerals and Their Products.....	66.7	96.6	109.0	89.1	99.7	116.4	.....	163.4	165.4	167.3
VIII. Chemicals and Allied Products.....	79.8	149.5	120.2	102.4	100.3	124.0	.....	150.6	172.9	179.7
Classified According to Degree of Manufacture—										
I. All Raw (or partly manufactured).....	85.1	154.4	126.1	79.3	95.1	137.2	.....	200.1	229.2	235.6
II. All Manufactured (fully or chiefly).....	86.2	169.8	123.7	93.3	101.9	129.8	.....	200.3	225.5	233.6
*General Building Materials.....	76.2	125.9	112.6	89.1	102.0	144.8	.....	229.1	267.6	279.7
Canadian Farm Products—										
Field.....	.....	.....	137.2	69.3	83.7	160.4	.....	184.9	156.6	159.5
Animal.....	.....	.....	144.4	69.2	101.3	170.2	.....	253.5	298.4	310.9
Total.....	.....	.....	140.8	69.3	92.6	165.3	.....	219.2	227.5	235.2

† Gold is included from 1935 to date.

* Arbitrarily converted from base 1926=100.

The indexes for 1950 and 1951 are subject to revision.

P.W. 50-22/2/51.

G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-FEBRUARY
1950-1951†**

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per Cent of Esti-mated Working Time
1951*						
January.....	17†	17	6,253†	6,253	16,763	0.02
February.....	14	18	4,324	4,508	18,878	0.02
Cumulative totals.....	31		10,577		35,641	0.02
1950						
January.....	9†	9	2,381†	2,381	38,588	0.04
February.....	11	16	3,053	3,861	24,871	0.03
Cumulative totals.....	20		5,434		63,459	0.04

* Preliminary figures.

† Strikes untermiated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, FEBRUARY, 1951 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars(2)
	Establish- ments	Workers		
Strikes and Lockouts in Progress Prior to February, 1951				
MANUFACTURING— <i>Boots and Shoes (Leather)</i> Shoe factory workers, Quebec, P.Q.	1	78	1,636	Commenced January 31; for in- creased wages; piece rates; termi- nated February 24; negotiations; in favour of workers.
<i>Textiles, Clothing, etc.—</i> Cotton and rayon under- wear factory workers, Sherbrooke, P.Q.	1	15	200	Commenced May 11, 1950; for a new agreement providing for increased wages, following reference to court of referees; employment condi- tions no longer affected by the end of February; indefinite.
<i>Miscellaneous—</i> Furniture and clothing fac- tory workers, Victoria, B.C.	2	51	1,100	Commenced January 26; for imple- mentation of unanimous award of conciliation board for increased wages in union agreement under negotiations; terminated February 28; negotiations; in favour of workers.
CONSTRUCTION— <i>Buildings and Structures—</i> Carpenters, Fort William and Port Arthur, Ont.	5	40	600	Commenced January 29; jurisdic- tional dispute as to whether metal sheeting should be applied by carpenters or sheet metal workers; terminated February 21; return of workers pending reference to arbi- tration board; indefinite.
Strikes and Lockouts Commencing During February, 1951				
LOGGING— Loggers, Menzies Bay, B.C.	1	100	200	Commenced February 8; against dismissal of a faller for failure to bring in his saw from the bush; terminated February 9; return of workers pending further negoti- ations; indefinite.
MINING— Coal miners, Drumheller, Alta.	1	150	150	Commenced February 14; dispute over removal of dirt caused by coal cutting machine; terminated February 14; return of workers pending further negotiations; in- definite.
MANUFACTURING— <i>Rubber and Its Products—</i> Tire factory workers, Kitchener, Ont.	1	(3) 827	1,600	Commenced February 9; protest against 3-day suspension of a curing press operator for negligence; termi- nated February 14; return of work- ers; in favour of employer.
<i>Fur and Leather Products—</i> Handbag factory workers, Montreal, P.Q.	1	23	35	Commenced February 27; protest against disciplining one worker for absenteeism; unternminated.
<i>Textiles, Clothing, etc.—</i> Knitting factory workers, Whitby, Ont.	1	30	90	Commenced February 26; for a new agreement providing for increased wages and check-off, following reference to conciliation board; unterminated.
<i>Printing and Publishing—</i> Bookbinders, Toronto, Ont.	1	21	145	Commenced February 20; protest against decision to eliminate union shop clause from memorandum of agreement signed February 16; unterminated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, FEBRUARY, 1951 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars(2)
	Establishments	Workers		
Strikes and Lockouts Commencing During February, 1951—Concluded				
Metal Products—		(4)	(4)	
Steel products factory workers, London, Toronto, Ont., Montreal, P.Q., and Winnipeg, Man.	5	2,350	9,400	Commenced February 2, 5, 6 and 13; for increased wages; terminated February 16; conciliation, provincial, and negotiations; compromise on wage increase, plus cost-of-living escalator clause.
Foundry and machine shop workers, Toronto, Ont.	1	392	880	Commenced February 8; for settlement of grievance re method of weighing materials on moulding conveyor; terminated February 12; return of workers pending settlement; indefinite.
Refrigerator factory workers, Brantford, Ont.	1	200	2,400	Commenced February 13; inter-union dispute re bargaining agency; unternminated.
Steel barrel factory workers, Hamilton, Ont.	1	19	15	Commenced February 28; protest against suspension of a worker following disagreement with foreman; unternminated.
Non-Metallic Minerals, Chemicals, etc.—				
Rock wool insulation factory workers, Burdick, Sask.	1	10	45	Commenced February 20; protest against lay-off of a worker following demands for increased wages; terminated February 26; negotiations; compromise, increase in wages granted.
CONSTRUCTION—				
Buildings and Structures—				
Labourers, Hamilton, Ont.	1	40	20	Commenced February 2; for increased wages; terminated February 2; return of workers; in favour of employer.
Painters, decorators and paperhangers, London, Ont.	16	100	300	Commenced February 16; for union shop clause in union agreement under negotiations; terminated February 20; return of workers pending reference to provincial conciliation; indefinite.
TRADE—				
Brewery warehouse and retail stores workers, Windsor, Ont.	8	62	62	Commenced February 10; alleged delay in negotiations for a new agreement providing for increased wages pending report of conciliation board; terminated February 10; return of workers pending settlement; indefinite.

(1) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) 266 indirectly affected.

(4) Three establishments in Ontario, 1,899 workers, 7,600 day's loss; Quebec, one establishment, 411 workers, 1,650 day's loss; Manitoba, one establishment, 40 workers, 150 day's loss.

H—Industrial Accidents

TABLE H-1.—FATAL INDUSTRIAL ACCIDENTS IN CANADA BY MAIN INDUSTRY GROUPS 1928-1950

	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas, and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
1928.....	194	176	43	260	201	250	34	353	64	.....	102	.....	1,677
1929.....	156	232	54	234	250	298	40	326	58	1	114	.....	1,766
1930.....	122	172	36	258	196	324	42	327	58	.....	117	.....	1,655
1931.....	133	76	30	158	142	217	44	205	43	3	97	.....	1,188
1932.....	134	78	30	123	116	124	21	196	51	2	83	1	1,974
1933.....	111	91	36	112	103	65	15	161	48	3	63	.....	808
1934.....	131	114	47	144	103	118	20	165	52	.....	86	.....	1,000
1935.....	124	116	35	175	133	103	25	184	44	1	66	.....	1,009
1936.....	127	123	57	181	112	105	14	240	45	2	86	2	1,071
1937.....	156	149	52	201	157	170	23	227	46	1	65	.....	1,247
1938.....	156	143	30	253	136	154	19	165	44	.....	66	.....	1,167
1939.....	122	148	29	169	110	133	25	181	44	.....	70	.....	1,107
1940.....	127	177	34	175	144	173	25	236	51	.....	65	.....	1,208
1941.....	144	178	34	262	263	176	30	317	65	1	93	.....	1,553
1942.....	107	110	28	244	315	227	21	318	44	1	84	.....	1,510
1943.....	99	151	34	199	310	154	16	334	59	1	79	.....	1,465
1944.....	109	137	49	213	340	100	17	264	53	1	58	.....	1,204
1945.....	114	137	34	169	271	127	24	292	52	.....	88	5	1,345
1946.....	119	135	20	188	269	132	22	237	53	3	99	7	1,378
1947.....	117	132	41	174	345	170	40	289	57	8	110	8	1,476
1948.....	94	121	30	190	268	182	45	248	45	3	106	1	1,387
1949.....	118	145	33	203	250	152	42	237	44	2	133	6	1,385
1950 (*).....	60	150	42	166	243	152	62	195	54	.....	116	.....	1,240

(*) Preliminary figures.

TABLE H-2.—FATAL INDUSTRIAL ACCIDENTS

Causes													
	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Metalliferous Mining	Coal Mining	Non-Metallic Mineral Mining and Quarrying, n.e.s.	Manufacturing	Vegetable Foods, Drink and Tobacco	Animal Foods	Textiles and Clothing	Leather, Fur and Products	Rubber Products
Prime Movers:													
Motors, engines, fans, pumps and automatic stokers.....		2						1					1
Shafting, coupling, collars, set screw and keys.....								1					1
Belts, lines, pulleys, chains and sprockets.....	1	1		1		1		14	1	1		6	2
Gears, cogs, cams, and friction wheels.....		1		1		1							2
Total.....	1	4		2		2		16	1	1		6	2
Working Machines.....		1		1			1	10			1		5
Hoisting Apparatus:													
Elevators.....				2	2			6			1		
Conveyors and others.....								2					4
Total.....				2	2			8	1		1		4
Dangerous Substances:													
Steam escapes, boiler explosions, compressed air.....								6	1				4
Explosive substances.....	2	1	1	5	2	2	2	1					1
Electric current.....				2		2		9					3
Hot and inflammable substances and flames.....			1	9	7		2	4		1			2
Conflagrations.....	2							13			1		1
Gas fumes, poisons, etc.....			1	5	3		2	11		11			2
Explosions, mine (gas, coal dust, etc.).....				3	1	1	1						3
Total.....	4	1	3	24	13	4	7	44	1	12		1	2
Striking Against or Being Struck by Objects:													
Striking against objects.....								2	1				1
Being struck by objects.....	3	5		3		2	1	5		1			2
Total.....	3	5		3		2	1	7	1	1			3
Falling Objects:													
Collapse of structure.....								4				1	1
Breaking or loosening of straps, cables, etc.....		5		3	1		2						
Objects falling from elevations, loads, piles,.....		13		3		1	2	17	1			5	2
Objects falling in mines and quarries.....				27	13	13	1						
Falling trees and limbs.....	1	48						5				3	2
Others.....	2							1					
Total.....	3	66		33	14	14	5	27	1			9	4
Handling of Objects:													
Heavy objects, rolling, carrying, loading etc.....		15						7					2
Sharp objects.....													5
Total.....		15						7					2
Tools.....													

IN CANADA, IN 1950, BY INDUSTRIES AND CAUSES

Shipbuilding	Miscellaneous Products	Construction	Buildings and Structures	Railway	Highway and Bridge	Miscellaneous	Electricity, Gas, and Water Production and Supply	Transportation and Public Utilities	Steam Railways	Street and Electric Railways	Water Transportation	Air Transportation	Local and Highway Transportation	Storage	Telegraphic and Telephones	Express	Unclassified	Trade	Wholesale	Retail	Finance	Service	Public Administration	Recreational	Laundry, Dyeing and Cleaning	Personal, Domestic and Business	Professional	Unclassified	TOTAL	
		1				1		1	1					1															6	
	1	1				1		2		1				1				1		1		1	1						1	22
	1	2				2		4	1	1				2				1		1		1	1						2	31
		2		2			4	1			1																		19	
	1	2	1			1		1		1								2	2			4	4						16	5
	1	3	1			2		1	1									2	2			5	5						21	
	1	1	2			1		3	1		2							1			1								11	21
		11	5			2	23	1					1					4		4		4	4						51	
			3				3	4										2	1											

TABLE H-2.—FATAL INDUSTRIAL ACCIDENTS

Causes	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Metalliferous Mining	Coal Mining	Non-Metallic Mineral Mining and Quarrying, n.e.s.	Manufacturing	Vegetable Foods, Drink and Tobacco	Animal Foods	Textiles and Clothing	Leather, Fur and Products	Rubber Products	Saw and Planing Mill Products	Wood Products	Pulp, Paper and Paper Products	Printing and Publishing	Iron, Steel and Products	Non-Ferrous Metal Products	Non-Metallic Mineral Products	Chemical and Allied Products
Moving Trains, vehicles, etc:																					
Deraillments, collisions.....								1											1		
Being struck or run over by, or crushed by, or between, car and engines.....		1						3	1										1	1	
Falling from or in cars or engines.....		2		1	1			1												1	
Mine and quarry cars.....				12	3	8	1	1													
Automobiles and other power vehicles and implements.....	19	18		12			12	25	9		1	1		5		1		8			
Animal-drawn vehicles and implements.....	2																				
Watercraft.....	1	4	23	1	1			3													
Aircraft.....		2																			
Total.....	22	27	23	26	5	8	13	33	10		1	1		5		1		8	2	2	
Animals:																					
Horses, n.e.s.....	5	1		1	1																
Other animals.....	6																				
Total.....	11	1		1	1																
Falls of persons:																					
From elevations.....	3			7	3	1	3	7	1					1		1		2	1		
From ladders.....	1		1					1	1												
Into pits, shafts, harbours, rivers, etc.....		8	5	6	5		1	11		1				2		5		1			
Into holds of vessels.....				1		1		2													
On the level.....		1						3						2						1	
From loads, etc.....		2		1		1		4								3			1		
Collapse of support.....		1						4	1									3			
On sharp objects.....								2							2						
Down stairs and inclines.....								1					1								
Into tanks, vats, kilns, etc.....								4	1					2						1	
Total.....	4	12	6	15	8	3	4	39	4	1		1		7	2	9		6	2	2	
Other Causes:																					
Infection, n.e.s.....	3	2		41	30	9	2	48	2		1			4		2	29		2	4	2
Industrial disease, strain etc.....	2	13	7					2								1			1		
Drowning, n.e.s.....	1		2	1		1															
Shooting and violence.....																					
Cave ins, land slides, ice jams, etc.....	1			16	2	14															
Lightning, frost, storms, sun-stroke.....	3	1	1																		
No particulars.....	2	2		1			1	2						1	1						
Total.....	12	18	10	59	32	24	3	52	2		1			5	1	3	29	3	4	2	
Grand Total.....	60	150	42	166	75	57	34	243	19	4	16	2	1	40	11	20	4	79	13	12	5

IN CANADA, IN 1950, BY INDUSTRIES AND CAUSES—Concluded

Shipbuilding	Miscellaneous Products	Construction	Buildings and Structures	Railway	Highway and Bridge	Miscellaneous	Electricity, Gas, and Water Production and Supply	Transportation and Public Utilities	Steam Railways	Street and Electric Railways	Water Transportation	Air Transportation	Local and Highway Transportation	Storage	Telegraphs and Telephones	Express	Unclassified	Trade	Wholesale	Retail	Finance	Service	Public Administration	Recreational	Laundry, Dyeing and Cleaning	Personal, Domestic and Business	Professional	Unclassified	TOTAL
								23	23													1	1						25
		1				1		41	37				2		2			2	1	1		1	1						48
								6	6																				10
		27			10	17	10	36	3	3			28		2			23	6	17		24	22			2			13
	3	1				1	1	3																					194
								15			3	15										7	7						2
	3	29			10	19	11	124	69	3	3	15	30		4			25	7	18		39	36	1		2			44
																													23
																													359
																													7
																													6
																													13
	1	28	12		2	14	2	5	4					1				2	1	1		2	1			1			56
		3				3		1	1																				7
23	9	1	2		6	1	9	9			9											8	7	1					57
23								6			6																		9
	2	1	1				1	1	1													3	3						10
	1	7				1	3	1					1		2			1		1		1				1			9
	1					1		3														5	2	1		2			20
	2	2																				1							3
																													8
5	56	23		5	28	4	25	6		15			1	1	2			3	1	2		20	13	2	1	4			5
																													184
	1	10	6			4	2	17	10		6		1					3	2	1		15	12	1		2			141
							4	2			2											4	4						34
																						3	3						7
	9			1	8			3	3																				30
							2	1	1									2		2									10
	1				1		1											1	1			1	1						11
1	1	20	6	1	13	9	23	14		8		1						6	3	3		24	21	1		2			233
13	4	152	40	22	90	62	195	92	4	37	15	37	3	6		1	54	15	39		116	97	4	1	13	1			1,240

TABLE H-3.—FATAL INDUSTRIAL ACCIDENTS IN CANADA, BY PROVINCES AND INDUSTRIES (1)

Industry	1950(2)													1949(2)													Total
	Nfld.	P.E.I.	N.S.	N.B.	P.Q.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Total	Nfld.	P.E.I.	N.S.	N.B.	P.Q.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.				
Agriculture			3	2	5	32	4	4	9	1		60							60								
Logging			5	4	32	23		1	10	75		150							150								
Fishing and Trapping	2		16			2	2			17	3	42	6	1	2	2	1	2	2								
Mining and Quarrying	1		21	4	30	35	3	1	40	31		166	3		23	2	40	59	5	1	34	33	3	3			
Metaliferous mining			1		17	31	3			23		75			21	1	23	57	5		20	27	3	115			
Coal mining	1		19	4					26	7		57	2		2	1	1							48			
Non-metallic mineral mining and quarrying n.e.s.			1		13	4		1	14	1		34	1		1	2	17	2	1	14	2			40			
Manufacturing	3		13	6	51	125	6	5	6	28		234	2		5	8	77	117	6	2	10	22		250			
Vegetable foods, drink and tobacco			1		2	10	2	1	1	2		19	1		1	1	3	15	2	1	3	1		27			
Animal foods							1	1	1			4					3							12			
Textiles and clothing			4		4	11	1					16					3	2						6			
Leather, fur and products					1	1						2					1							1			
Rubber products						1						1					6							26			
Saw and planing mill products			4		7	11	2		3	13		40			1		10	2			3	11		14			
Wood products			1		3	13		1	1	2		20	1		1	1	11	11				2		27			
Pulp, paper and paper products			1		1	2						1					1	1						6			
Printing and publishing					1	1						4					1	3	1					1			
Iron, steel and products	1		10		11	52		2		3		79			2	6	27	39	2	1	1	1		79			
Non-ferrous metal products					3	7				1		13					5	12			2			19			
Non-metallic mineral products			1		2	7			1			5					4	4						17			
Chemical and allied products			1		7	7					2	13					3	2						8			
Shipbuilding	2				1	1						4												3			
Miscellaneous products			1		2	1						4												1			
Construction			9	4	43	58	5	1	15	17		152			6	5	35	51	5	4	21	25		152			
Buildings and structures			1	1	8	22	1		3	4		40			4		14	26	3		5	15		67			
Railway																											
Highway and bridge			4		4	11					2	22					3	4	4	1				18			
Miscellaneous			4		3	31	25	4	1	11	11	90			2	2	17	21	1	4	14	6		67			
Electricity, Gas and Water Production and Supply			1	1	15	34	3	4	2	2		62			2	1	11	16	2	1	4	5		42			
Transportation, Storage and Communications	3		9	3	37	63	8	8	22	41	1	185	1		8	10	56	98	12	13	23	31	5	257			
Steam railways			4	1	8	34	5	7	11	22		92	1		4	3	18	42	8	9	17	13		115			
Street and electric railways												4												4			
Water transportation												37				1	10	13						4			
Air transportation	2		2	1	13	8			1	9	1	15					5	4	1					1			
Local and highway transportation	1		3	1	7	3		1	5	5		37			2	6	21	34	3	2	5	10		83			
Storage					1	16						3												7			
Telegraphs and telephones					1	1	2		3	1		6					1	2		1	1			5			
Express																											
Unclassified												1															

TABLE H-4.- FATAL INDUSTRIAL ACCIDENTS IN CANADA IN 1950, BY MONTHS AND INDUSTRIES

Industry	January	February	March	April	May	June	July	August	September	October	November	December	Total, 1950 (1)	Per Cent of Total	Total, 1949 (2)	Per Cent of Total	Number Employed (Thousands)
Agriculture	4	4	2	5	13	4	3	5	7	5	6	2	60	4.8	118	8.5	1,052.0 ⁽²⁾
Logging	16	20	11	12	14	9	10	7	8	11	17	15	150	12.1	145	10.5	93.9 ⁽²⁾
Fishing and Trapping			11		1	1	2	2	8	5	9	3	42	3.4	33	2.4	66.1 ⁽¹⁾
Mining and Quarrying	13	18	20	10	21	14	8	7	6	12	19	18	166	13.3	203	14.7	116.5 ⁽²⁾
Metallic mining.....	6	10	8	3	16	6	1	4	4	4	5	8	75	6.0	115	8.3	65.3
Coal mining.....	3	6	7	2	4	7	5	3	2	4	7	7	57	4.6	48	3.5	28.6
Non-metallic mineral mining and quarrying, n.e.s.	4	2	5	5	1	1	2					3	34	2.7	40	2.9	22.6
Manufacturing	29	22	21	20	24	20	21	16	17	18	20	15	243	19.6	250	18.0	1,159.3 ⁽²⁾
Vegetable foods, drink and tobacco.....	1	2	3	2	1		2	2	3	3			19	1.6	27	1.9	119.8
Animal foods.....	1	1						1	1	1			4	0.3	12	0.9	61.9
Textiles and clothing.....	10		2				1	1	1	1			16	1.3	6	0.4	183.0
Leather, fur and products.....	1								1				2	0.2			43.3
Rubber products.....												1	1	0.1	1	0.1	20.7
Saw and planing mill products.....	2	2	1	1	6	4	5	6	3	1	5	4	40	3.2	26	1.9	77.1
Wood products.....	2	3	1	1	1	1		1	1				11	0.9	14	1.0	42.5
Pulp, paper and paper products.....	3	3	1	1	2	3		4		2	1	2	20	1.6	27	1.9	76.2
Printing and publishing.....	1		1						1				4	0.3	6	0.4	57.0
Iron, steel and products.....	7	7	7	8	10	8	7	1	2	8	9	5	79	6.4	79	5.7	310.5
Non-ferrous metal products.....	1	1	1	3	2	1	3	1	3	1	2	1	13	1.0	19	1.4	44.3
Non-metallic mineral products.....	1	1	2	2	1			1					12	1.0	17	1.2	42.5
Chemical and allied products.....	1	2		2	3	2	1	1	2		1		5	0.4	8	0.6	40.5
Shipbuilding.....													13	1.0	5	0.4	13.6
Miscellaneous products.....				1			1	1	1			1	4	0.3	3	0.2	26.4
Construction	15	7	6	10	11	9	15	21	23	15	12	8	152	12.3	152	11.0	363.0 ⁽²⁾
Buildings and structures.....	4		1		1	4	8	10	6	3	2	1	40	3.2	67	4.9	
Railway.....																	
Highway and bridge.....	2					3	1	1	1	8	3	4	22	1.8	18	1.2	
Miscellaneous.....	11	5	5	10	10	2	6	10	9	9	6	7	90	7.3	67	4.9	
Electricity, Gas, and Water Production and Supply	6	5	6	2	6	9	8	7	5	6	2		62	5.0	42	3.0	29.3 ⁽²⁾

Transportation, Storage and Communications

Steam railways.....	15	9	20	6	15	21	20	11	17	25	19	195	15.7	227	18.6	192.4 ⁽⁷⁾
Street and electric railways.....	13	5	12	4	2	10	10	6	7	10	7	92	7.4	115	8.3	21.9 ⁽⁷⁾
Water transportation.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	20.5 ⁽⁷⁾
Air transportation.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	6.7 ⁽⁷⁾
Local and highway transportation.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	26.6 ⁽⁷⁾
Storage.....	2	2	5	2	2	4	2	2	4	5	3	37	3.0	83	6.0	4.1 ⁽⁷⁾
Telegraphs and telephones.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	51.9 ⁽⁷⁾
Express.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	8.8 ⁽⁷⁾
Unclassified.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Trade	5	3	4	6	4	4	2	6	7	2	3	51	4.4	44	2.2	465.1 ⁽²⁾
Wholesale.....	1	.....	2	2	3	2	1	1	2	.....	1	15	1.2	22	1.3	112.9
Retail.....	4	3	2	4	1	2	1	5	5	2	2	39	3.2	22	1.6	352.2
Finance.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Service	5	9	6	3	11	11	16	18	10	9	9	116	9.4	133	9.6	792.3 ⁽²⁾
Public administration.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	135.9
Recreational.....	5	5	4	3	11	9	15	16	9	8	4	97	7.9	91	6.6	17.5
Laundry, dyeing and cleaning.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	22.7
Personal, domestic and business.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	352.2
Professional establishments.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	264.0
Unclassified.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Total	108	97	107	74	120	102	105	100	108	100	127	92	100.0	1,385	100.0	.....

(1) Preliminary figures. (2) Revised figures. (3) Decennial Census 1941. (4) Fishermen only; Industry and Merchandising Division D.B.S. 1948. (5) Industry and Merchandising Division D.B.S. 1949. (6) Transportation Division D.B.S. 1948. (7) Transportation Division D.B.S. 1949.

**TABLE H-5.—INDUSTRIAL ACCIDENTS, NON-FATAL AND FATAL, IN CANADA
REPORTED BY PROVINCIAL WORKMEN'S COMPENSATION BOARDS**

Province	Medical aid only ¹	Temporary disability	Permanent disability	Fatal	Total
1939					
Nova Scotia.....	3,482	7,715	582	44	11,823
New Brunswick.....	2,577	5,264	263	22	8,126
Quebec.....	30,672	21,203	1,020	215	53,651
Ontario.....	5,128	4,044	196	33	9,401
Manitoba.....	2,466	2,670	107	17	5,260
Saskatchewan.....	5,211	6,483	101	37	11,832
Alberta.....	11,994	14,915	735	132	27,776
British Columbia.....					
Total.....					180,979
1943					
Nova Scotia.....	7,459	8,756	616	100	16,931
New Brunswick.....	3,926	7,175	225	29	11,355
Quebec.....	72,532	46,670	1,692	343	121,237
Ontario.....	7,287	6,369	244	48	13,948
Manitoba.....	3,162	3,615	121	23	6,921
Saskatchewan.....	9,035	10,176	141	78	19,700
Alberta.....	34,919	32,521	979	216	68,635
British Columbia.....					
Total.....					349,291
1944					
Nova Scotia.....	7,558	8,561	543	63	16,725
New Brunswick.....	3,933	7,201	206	25	11,365
Quebec.....	66,819	40,191	2,210	286	109,506
Ontario.....	7,182	6,163	251	34	13,630
Manitoba.....	3,010	3,626	122	26	6,784
Saskatchewan.....	9,353	9,379	506	48	19,286
Alberta.....	27,757	31,504	1,057	145	60,463
British Columbia.....					
Total.....					322,067
1945					
Nova Scotia.....	6,748	9,219	515	55	16,537
New Brunswick.....	3,309	7,652	200	32	11,193
Quebec.....	61,298	39,741	2,321	333	103,693
Ontario.....	7,277	5,885	284	31	13,477
Manitoba.....	3,069	4,305	123	12	7,509
Saskatchewan.....	6,171	12,546	363	74	19,154
Alberta.....	25,718	28,871	1,128	137	55,854
British Columbia.....					
Total.....					310,141
1946					
Nova Scotia.....	6,623	10,361	469	57	17,507
New Brunswick.....	4,824	8,183	237	31	13,275
Quebec.....	76,411	43,426	2,440	246	122,523
Ontario.....	8,021	6,461	279	34	14,795
Manitoba.....	4,167	5,160	161	21	9,509
Saskatchewan.....	9,467	13,186	351	64	23,068
Alberta.....	29,387	29,279	1,113	168	59,947
British Columbia.....					
Total.....					351,524
1947					
Nova Scotia.....	7,491	8,501	409	44	16,445
New Brunswick.....	5,663	8,746	247	37	14,693
Quebec.....	77,283	38,744	1,006	159	117,192
Ontario.....	8,936	6,482	299	29	15,746
Manitoba.....	4,658	5,331	142	21	10,152
Saskatchewan.....	11,951	13,362	464	87	25,864
Alberta.....	40,556	33,083	1,203	176	75,018
British Columbia.....					
Total.....					371,245

**TABLE H-5.—INDUSTRIAL ACCIDENTS, NON-FATAL AND FATAL, IN CANADA
REPORTED BY PROVINCIAL WORKMEN'S COMPENSATION BOARDS—C** *continued*

Province	Medical aid only ¹	Temporary disability	Permanent disability	Fatal	Total
1948					
Nova Scotia.....	7,952	9,039	474	54	17,519
New Brunswick.....	6,351	8,512	223	29	15,115
Quebec.....					93,028
Ontario.....	109,904	49,390	2,199	240	161,733
Manitoba.....	10,019	6,414	320	30	16,753
Saskatchewan.....	5,082	5,386	142	17	10,627
Alberta.....	15,374	12,560	522	101	28,557
British Columbia.....	41,311	31,269	1,261	223	74,064
Total.....					417,396
1949					
Newfoundland (3).....		10	15	10	35
Prince Edward Island (4).....	103	113	3		219
Nova Scotia.....	8,483	8,032	491	49	17,055
New Brunswick.....	6,426	7,130	220	18	13,794
Quebec.....					85,040
Ontario.....	117,239	47,400	1,740	283	166,632
Manitoba.....	10,654	6,132	308	31	17,125
Saskatchewan.....	5,504	5,204	103	19	10,830
Alberta.....	18,213	13,423	645	115	32,396
British Columbia.....	40,609	27,049	1,416	178	69,252
Total.....					412,378
1950⁽²⁾					
Newfoundland.....		12	26	3	41
Prince Edward Island.....	320	363	3		686
Nova Scotia.....	7,941	7,729	123	57	15,850
New Brunswick.....				24	13,200
Quebec.....				197	80,246
Ontario.....	118,001	43,820	1,677	225	163,723
Manitoba.....	10,256	5,903	296	29	16,484
Saskatchewan.....	6,576	6,214	123	31	12,944
Alberta.....	18,836	13,804	577	120	33,337
British Columbia.....	43,992	25,852	1,498	162	71,504
Total.....					414,075

(1) Accidents requiring medical treatment but not causing disability for a sufficient period to qualify for compensation; the period varies in the several provinces.

(2) Preliminary figures.

(3) For the period April 1 to December 31, 1949.

(4) For the period July 1 to December 31, 1949.

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Halifax
Inverness
Kentville
Liverpool
New Glasgow
New Waterford
North Sydney
Pictou
Springhill
Sydney
Sydney Mines
Truro
Yarmouth

NEW BRUNSWICK

Bathurst
Campbellton
Chatham
Edmundston
Fredericton
Minto
*Moncton
Newcastle
Sackville
Shediac
Saint John
St. Stephen
Sussex
Woodstock

QUEBEC

Arvida
Asbestos
Beauharnois
Buckingham
Causapscal
Chandler
Chicoutimi
Coaticook
Dolbeau
Drummondville
East Angus
*Farnham
Granby
†Grindstone
(Magdalen Islands)

QUEBEC—con.

Hull
Joliette
Jonquière
Lachine
Lachute
La Malbaie
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Magog
Matane
Mégantic
Mont Laurier
Montmagny
Montmorency
*Montreal
Plessisville
Pointe-aux-Trembles
Port Alfred
Quebec
Richmond
Rimouski
Rivière du Loup
Rouyn
St. Agathe
St. Anne de Bellevue
St. Georges de Beauce
St. Hyacinthe
St. Jean
St. Jérôme
St. Joseph d'Alma
St. Thérèse
Shawinigan Falls
Sherbrooke
Sorel
Thetford Mines
Three Rivers
Val d'Or
Valleyfield
Verdun
Victoriaville

ONTARIO

Arnprior
Barrie
Belleville
Bracebridge
Brampton
Brantford
Brockville
Carleton Place
Chatham
Cobourg
Collingwood
Cornwall
Dunnville
Fort Frances
Fort William
Galt
Gananoque
Goderich
Guelph

ONTARIO—con.

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Hawkesbury
Ingersoll
Kapuskasing
Kenora
Kingston
Kirkland Lake
Kitchener
Leamington
Lindsay
Listowel
London
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